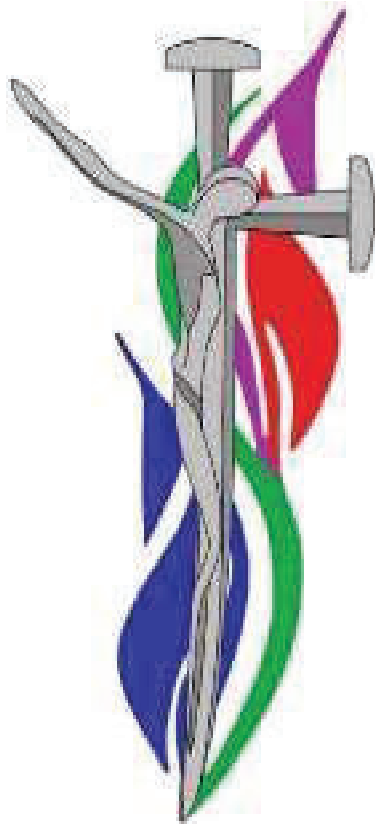


Company Registration Number: 12084073 (England & Wales)



Holy Cross Catholic Multi Academy Company

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022



Achieving together in faith



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

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HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	A Hardy (resigned 6 January 2022) Deacon DA Palmer (resigned 14 April 2022) Canon J Veasey E Kirwan (appointed 13 April 2022) J Francis (appointed 6 January 2022) P Vella (appointed 6 January 2022) C Loughran (appointed 21 January 2022)																							
Directors	K Ainsworth AJ Cawley MJ Gallagher K Marston LP Moore R Ridley J Teahan																							
Company registered number	12084073																							
Company name	Holy Cross Catholic Multi Academy Company																							
Principal and registered office	Heathcote Street Coventry CV6 3BL																							
Company secretary	M Alcott																							
Chief executive officer	M Kelly																							
Senior management team	<table><tr><td>M Kelly,</td><td>Catholic Senior Executive Leader</td></tr><tr><td>M Alcott,</td><td>Chief Finance and Operating Officer</td></tr><tr><td>C Billings,</td><td>Headteacher Bishop Ullathorne Catholic Secondary School</td></tr><tr><td>E O'Connor,</td><td>Headteacher Cardinal Newman Catholic Secondary School</td></tr><tr><td>P Burke,</td><td>Headteacher Christ the King Catholic Primary School (resigned 31 August 2022)</td></tr><tr><td>C. Carey</td><td>Acting Headteacher St Augustine's Primary School (until 24 April 2022)</td></tr><tr><td>V McDonald,</td><td>Headteacher St Augustine's Catholic Primary School (appointed 25 April 2022)</td></tr><tr><td>M Doyle,</td><td>Headteacher St Elizabeth's Catholic Primary School</td></tr><tr><td>V Gosling,</td><td>Headteacher St John Vianney Catholic Primary School</td></tr><tr><td>S Collins,</td><td>Headteacher St Thomas More Catholic Primary School</td></tr><tr><td>J Riach,</td><td>Headteacher, Christ the King Catholic Primary School (appointed 1 September 2022)</td></tr></table>		M Kelly,	Catholic Senior Executive Leader	M Alcott,	Chief Finance and Operating Officer	C Billings,	Headteacher Bishop Ullathorne Catholic Secondary School	E O'Connor,	Headteacher Cardinal Newman Catholic Secondary School	P Burke,	Headteacher Christ the King Catholic Primary School (resigned 31 August 2022)	C. Carey	Acting Headteacher St Augustine's Primary School (until 24 April 2022)	V McDonald,	Headteacher St Augustine's Catholic Primary School (appointed 25 April 2022)	M Doyle,	Headteacher St Elizabeth's Catholic Primary School	V Gosling,	Headteacher St John Vianney Catholic Primary School	S Collins,	Headteacher St Thomas More Catholic Primary School	J Riach,	Headteacher, Christ the King Catholic Primary School (appointed 1 September 2022)
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HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Independent auditor	Cooper Parry Group Limited Chartered Accountants Statutory Auditor Cubo Birmingham Office 401, 4 th Floor Two Chamberlain Square B3 3AX
Bankers	Lloyds Bank 30 High Street Coventry CV1 5RE
Solicitors	Holy Cross Catholic Multi Academy Company has had no requirement for legal services to date and has not, therefore, appointed any solicitors. The MAC's schools have a pay-as-you-go contract with Coventry City Council for legal services.
Actuary	Barnett Waddingham 3 Devon Way Longbridge Birmingham B31 2TS
Other Person with Significant Control	Most Reverend Bernard Longley, Archbishop of Birmingham has significant control as he has the right to appoint and remove Directors



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

The Directors present their annual report together with the financial statements and auditor's report of the charitable company for the period from 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a Trustees' report under charity law and a Directors' report, including a strategic report, under company law.

Holy Cross Catholic Multi Academy Company (the 'Company') commenced operation in Coventry on 1 September 2019 and comprises of 5 Primary Academies and 2 Secondary Academies with a combined pupil total of 4123 currently enrolled across the Academies based on the October 2022 Census. The schools are:

- Bishop Ullathorne Catholic Secondary School
- Cardinal Newman Catholic Secondary School
- Christ the King Catholic Primary School
- St Augustine's Catholic Primary School
- St Elizabeth's Catholic Primary School
- St John Vianney Catholic Primary School
- St Thomas More Catholic Primary School

Structure, governance and management

a. Constitution

The company is a company limited by guarantee and an exempt charity.

The Company's Memorandum and Articles of Association are its primary governing documents.

The Directors of the Company are also Trustees for the purposes of Charity law.

Details of the Directors who served throughout the year and to the date the approval of this report and the financial statements are included in the Reference and Administrative Details on page 1.

b. Members' liability

The liability of the Members of the Company is limited. Every Member of the Company undertakes to contribute such amount as may be required (not exceeding £10) to the Company's assets if it should be wound up while he or she is a Member or within one year after he or she ceases to be a member, for payment of the Company's debts and liabilities before he or she ceases to be a Member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves.

c. Directors' indemnities

The Directors benefit from indemnity insurance purchased by the Company to cover the liability of the Directors arising from negligent acts, errors or commissions occurring whilst on the Company's business. The limit of this indemnity is £5,000,000.

d. Method of recruitment and appointment or election of Directors

The Company shall have the following Directors, as set out in its Articles of Association and funding agreement:

- i. Foundation Directors appointed under Article 50; a minimum of 2 Parent Directors appointed by the Directors whether after election or otherwise under Articles 53-56 in the event that no provision is made under Article 101, or is planned, for at least 2 Parent Local Governors on each Local Governing Body established under Article 100(a) (the Board of Directors resolved to have two parent local governors on each Local Governing Body);
- ii. Co-opted Directors appointed under Article 58

The first Directors shall be those persons named, with the written consent of the Diocesan Bishop, in the statement delivered pursuant to sections 9 and 12 of the Companies Act 2006.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

The Diocesan Bishop shall appoint such number of Foundation Directors as shall ensure that at all times the number of Foundation Directors exceeds the other Directors (including any Co-opted Directors) by at least two. During 2021-22 there were no Co-opted Directors.

An employee of the Company cannot be appointed as a Director.

In any circumstances where the Secretary of State is entitled to serve a warning notice under the Relevant Funding Agreement or in the opinion of the Diocesan Bishop standards or the Catholic life of the school at any Academy have fallen unacceptably low then the Diocesan Bishop may stipulate that one or more of the following shall be appointed as a Director for such term as the Diocesan Bishop shall provide up to four individuals, each of whom is either a Diocesan Education Service Associate or an officer of the Diocesan Education Service; who shall serve on the board of Directors in an ex officio capacity.

The term of office for any Director of the Company shall be 4 years or a shorter period if specified at the time of appointment by the person or body appointing, save that this time limit shall not apply to the Co-opted Directors or to any post which is held ex officio. Co-opted Directors shall be appointed for a period of one year. Subject to remaining eligible to be a particular type of Director, any Director may be re-appointed or re-elected.

When appointing new Directors, the Board of Directors will give consideration to the skills and experience mix of existing Directors in order to ensure the Board of Directors has the necessary skills to contribute fully to the Company's ongoing development.

e. Policies adopted for the induction and training of Directors

The training and induction provided for new Directors will depend upon their existing experience but will always include a tour of the Schools and a chance to meet staff and pupils. All Directors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents they will need to undertake their role as Directors. All new Directors also have the opportunity to undertake National Governor Association training and all Directors receive regular National Governor Association updates and National Governor Association Learning Links. As there has only been one new Director since the Company was formed, induction has been carried out informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by various external organisations, including Birmingham Diocesan Education Service and Coventry Local Authority, as appropriate.

Each Director has a link with one of the Company's schools and during 2021-22 attended Local Governing Body meetings to familiarise themselves with the operation of schools within the Company. Several Directors are members of Local Governing Bodies both within and outside of the Company.

Directors are regularly updated on relevant developments impacting on their roles and responsibilities. Their skills and experience enable them to contribute to the strategic leadership and direction of the Company.



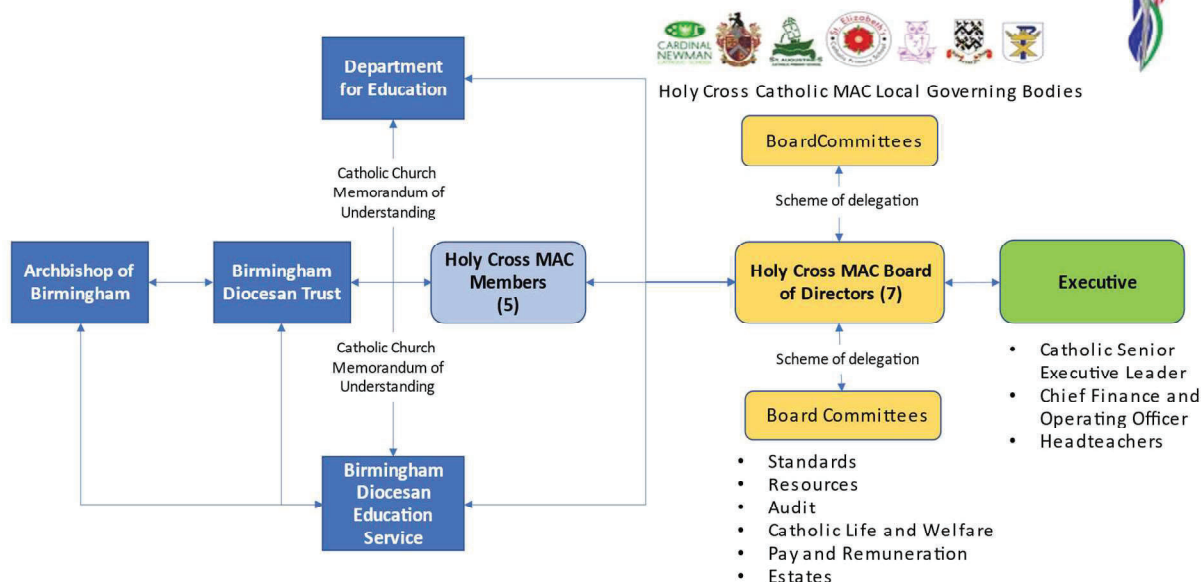
HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

Holy Cross Catholic MAC Governance Model



f. Organisational structure

At 31 August 2022, the Company comprised the following individual academies:

- Bishop Ullathorne Catholic Secondary School
- Cardinal Newman Catholic Secondary School
- Christ the King Catholic Primary School
- St Augustine's Catholic Primary School
- St Elizabeth's Catholic Primary School
- St John Vianney Catholic Primary School
- St Thomas More Catholic Primary School

The Directors are responsible for setting general policy, adopting an annual improvement plan and budget, approving the annual statutory accounts, monitoring the Company by the use of budgets and other data, and making the major decisions about the direction of the Company, capital expenditure and staff appointments.

The Board of Directors normally meet 7 times each year with the possibility of extraordinary meetings as and when necessary. In addition, the Board attended informal Strategy/Planning days. For the academic year 2022-23 the standards agenda will be considered by a separate Quality Committee (formerly called 'Standards Committee').. The Board of Directors establishes an overall framework for the governance of the Company and determines membership, terms of reference and procedures of Committees of the Board of Directors and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings and through direct reporting from the elected Chair of each Committee. The Board of Directors may from time to time establish working groups to perform specific tasks over a limited timescale. In 2021/22 the Board of Directors continued to operate a COVID-19 working group to quality assure the Risk Assessments relating to the opening of Company's schools and to oversee all matters relating to the COVID-19 pandemic.

There are 13 Standing Committees of the Board of Directors as follows:



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Structure, governance and management (continued)

- **Quality Committee** – meets half termly and is responsible for monitoring , evaluating and reviewing teaching and learning and outcomes in schools.
- **Resources Committee** – meets half termly and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reporting, and drafting the annual budget including setting staffing levels.
- **Estates Sub-Committee**— responsible for premises, capital expenditure and health and safety.
- **Audit Committee** – meets at least three times per year and receive termly reports from internal quality assurance visits.
- **Catholic Life and Welfare Committee** – meets half termly and is responsible for the mission and catholic life of the multi academy company as pastoral and welfare and attendance of staff and pupils.
- **Pay and Remuneration Committee** – meets annually to review and ratify performance management of the Headteachers and to oversee salary reviews.
- **7 Local Governing Bodies** which act as Committees of the Board.

In addition, there was a further sub-committee of the Resources Committee, the Estates Sub Committee, which was responsible for premises, capital expenditure and health and safety. From May 2022 the Board of Directors subsumed the Estates sub-committee into the Resources Committee.

Each Committee and the sub committee has its own terms of reference detailing the responsibilities discharged to it.

The following decisions are reserved to the full Board of Directors:

- to consider any proposals for changes to the status or constitution of the Company and its committee structure;
- to appoint or remove the Chair and / or Vice Chair;
- to appoint and / or consider the performance management of Headteachers and the Catholic Senior Executive Leader;
- to approve the annual improvement plan and overall budget; and
- to appoint or remove the clerk to the Directors.

The Directors have devolved the day-to-day management of the Company to its Leadership Team which is led by the Catholic Senior Executive Leader. The Company's Leadership Team comprises of the Catholic Senior Executive Leader (CSEL), the Chief Finance and Operations Officer (CFOO) and the Headteachers of the seven Company schools. The Leadership Team is responsible for implementing the policies laid down by the Directors and reporting back to them through the various committees and their Local Governing Bodies. The CSEL is the Company's Accounting Officer and has overall responsibility for its day-to-day financial management. The Chief Financial Operating Officer has the responsibility for the Company's detailed financial procedures. Some spending control is devolved to designated budget holders with a hierarchy of limits and in accordance with the approved financial regulations, Financial Scheme of Delegation and the Academies Trust Handbook.

The Board of Directors delegates a number of functions to the Local Governing Bodies ('LGB') for each of the Company's Schools. These functions and the respective levels of delegation are clearly laid out in the Company's Combined Scheme of Delegation and Financial Scheme of Delegation, which is reviewed annually. Each Local Governing Body monitors budget spending, progress against targets and OFSTED standards, pupil welfare and behaviour and oversees parent and community liaison. Chairs of Local Governing Bodies meet half termly with the Chair of the Board of Directors to ensure clear channels of communication, improve governance, share information and provide updates on key issues.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

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

The Directors consider the Board of Directors and the Leadership Team to comprise the key management personnel of the Company in charge of directing and controlling, running and operating the Company on a day-to-day basis. All Directors give of their time freely and no Director received any remuneration in the current or prior year.

The pay and remuneration of the Leadership Team is reviewed during the annual appraisal and performance management process by the Board of Directors in line with the Company's Pay Policy.

This is carried out with reference to published pay scales for both teaching and administrative support staff and by reference to available information on similar roles in other similar Companies and elsewhere. The Headteachers each have their performance management process carried out with a Committee made up of two Local Governing Body members, the Catholic Senior Executive Leader and an independent external education advisor. The Catholic Senior Executive Leader is performance managed with two Directors and an independent external education advisor. The performance management of the Chief Finance and Operating Officer is undertaken by a Director and Catholic Senior Executive Leader.

Following the performance management review process any proposed pay progression for all staff across the Company is presented to the Pay and Remuneration Committee for approval after being recommended by the Local Governing Body Pay and Remuneration Committees or otherwise, as applicable.

h. Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	2
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	17,752
Percentage of total pay bill spent on facility time (%)	-

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours (%)	-
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i. Related parties and other connected charities and organisations

There are no related parties or connected organisations which either control or significantly influence the decisions and operations of the Company.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Birmingham Diocesan Education Service is regarded as a related party of the Company for the purposes of the financial statements with respect to:

- The annual charge made by Birmingham Diocesan Education Service; and
- An inherited loan of £175,000 made by Birmingham Diocesan Education Service to Bishop Ullathorne Catholic School before the Company was formed.

St John Wall Catholic School is regarded as a related party due to the provision of a School Improvement Consultant. (The Headteacher of St John Wall Catholic School is a Director of the MAC.)

j. Engagement with employees (including disabled persons)

The Company engages with all employees on a regular basis, including disabled persons. The Company ensures that this engagement includes:

- Providing employees with information on matters of concern to them. This is via staff meetings information bulletins, reports and meetings, regular training sessions, email and line management meetings.
- Consulting employees or their representatives regularly so that the views of employees are considered in making decisions which are likely to affect their interests including policy consultation.
- Seeking the views of employees through regular surveys and offering exit interviews for staff leaving the organisation.
- Employees being encouraged to get involved with the Company's performance through departmental meetings, staff meetings, line management meetings and collaborative MAC-wide meetings and Continuing Professional Development meetings.

These all seek to achieve a common awareness on the part of all employees of the academic and financial standards and economic factors affecting the Company's performance.

The Company is committed to ensuring that existing members of staff and volunteers are treated fairly in an environment which is free from any form of discrimination regarding the protected characteristics as outlined by the equality act 2010.

During employment, the Company seeks to work with employees, taking into account their personal circumstances, to ensure appropriate training, development and advanced employment opportunities are available to enable them to reach their full potential.

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Company continues and that the appropriate training is arranged. It is the Company's policy that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Objectives and activities

a. Objects and aims

The Company is restricted in its principal objectives and in its aims through funding agreements with the ESFA and agreements including leases with the Catholic Church. The principal objects of the Company, as set out in its Articles of Association, are:

- to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing catholic schools, offering a broad and balanced curriculum and conducted as catholic schools in accordance with the Code of Canon Law of the Latin Church from time to time and the doctrinal, social and moral teachings of the Catholic Church from time to time and following the directives and policies issued by the Diocesan Bishop to ensure that the formation, governance and education of the schools is based on the principles of Catholic doctrine, and at all times serving as a witness to the Catholic faith in our Lord Jesus Christ; and
- to promote for the benefit of the inhabitants of Coventry 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 of their youth, age, infirmity, disablement, financial hardship or social and economic circumstances for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

The Company's principal objects, as set out in its Articles of Association, are specifically restricted to:

- i) the advancement of the Catholic religion in the Diocese by such means as the Diocesan Bishop may think fit and proper by, but without prejudice to the generality of the foregoing the establishing, maintaining, carrying on, managing and developing of Catholic schools in the United Kingdom conducted in accordance with the principles, and subject to the regulations and discipline of the Catholic Church;
- ii) Subject to the approval of the Diocesan Bishop, during the period that the objects in (a) are being fulfilled and form the majority of the activities of the Company, the advancement of education by the establishing, maintaining, carrying on, managing and developing of schools which are not Catholic in the United Kingdom.

The aims of the Company during the year ended 31 August 2022 are summarised in its mission statement, aims and motto.

The motto of the Company is: "*Achieving together in faith.*"

The agreed Mission of Holy Cross Catholic Company is:

"Our school communities are united as the family of God to provide an outstanding Catholic education for all our pupils. With Christ at the centre of all we do, we will inspire every child to be the best person they can be by developing their God-given gifts and talents."



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

The Company's main strategy is rooted in the mission of the Catholic Church; its aims are:

- High aspirations for all
- Outstanding education— creating an ethos of collective responsibility, through which the Company will promote achievement and improve pupil performance
- Living out Gospel values instilling a Catholic ethos in all our schools, with reconciliation and peace at the heart of all we do
- Young people – developing our young people to be resilient and to make positive contributions to their parishes and our diverse and ever-changing communities
- Community— strengthening and nurturing the Catholic life of our schools
- Realising talent— developing pupils, staff and all other members of our academy for the benefit of the Holy Cross community and society generally
- Optimising resources— realising best value by sharing assets, gaining economies of scale and making the most of what we have
- Service to God— serving others in our school and local communities and in national and international communities in need
- Standards— maintaining the highest quality of Catholic education by ensuring accountability at all levels

b. Objectives, strategies and activities

- The key priorities for the period are contained in the Company's Improvement Plan which is available from the Catholic Senior Executive Leader

The key activities of the Company for the year ended 31 August 2022 were as follows:

Company Priorities 2021/22

1. Catholic Life, Collective Worship and Religious Education

- Staff trained to provide understanding of MAC ethos, vision and the 7 characteristics of the Holy Cross pupil, including a MAC Mission Day for all staff.
- Pupils, parents and the wider community understand our mission to demonstrate our faith in action.
- All schools contributing to, and participating in collaborative MAC activities to embed the Way of the Cross ethos into school life
- Commence the review Catholic Life, Collective Worship and Religious Education in all MAC schools over the next 2 years in line with the new Catholic Schools Inspection requirements.
- Monitor implementation of the MAC Relationships, Sex and Health Education Policy.

2. COVID 19 Recovery Plan

- Support pupil's and staff mental health and wellbeing
- Review the impact of COVID-19 recovery plans to ensure gaps between groups of learners are diminished.
- Effective plans in place to ensure catch up funding spend is targeted appropriately and monitored for impact.

3. Quality of Education

- Ensure curriculum plans focus on the key subject content – knowledge, assessment and retention
- Complete school peer reviews.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

- Diminish the attainment and progress gap for disadvantaged pupils and other target groups including SEND, white British boys, pupil premium and FSM, as identified and specific to each school.
- Work with schools to meet the new requirements that Pupil Premium spend is allocated based on research evidence, and required strategy templates are used effectively and funding deployed appropriately.
- MAC Leaders of Learning appointed for key subjects and calendar of meetings established to collaborate on curriculum design and delivery in the first instance.
- Embed a consistent approach to assessment including implementing PIXL assessment at Primary and percentage assessments at Secondary level.
- Review of EYFS and 6th Form provision.

4. Behaviour and Attitudes

- A consistent and relentless approach to ensuring that excellent attendance supports achievement.
- Review School Action Plans resulting from Safeguarding Audits.
- Embed effective attendance, behaviour and performance tracking systems resulting in early identification and intervention where needed.
- Establish collaboration between schools to effectively manage behaviour and reduce the numbers of full time/part time exclusions (managed moves, placements at other schools)

5. Personal Development

- Develop a MAC Talent Management Plan for emerging and senior leaders for deployment across MAC schools through secondment or other professional development opportunities.
- Develop a whole MAC framework for emotional wellbeing and mental health.
- Programme of professional development opportunities for staff including catholic life, faith formation, wellbeing and work life balance.
- Strengthening workforce through effective professional development linked to career stages and/or roles and responsibilities and/or school priorities.
- Review and develop the cultural capital offer from 4 – 19 through the Way of the Cross.
- Ensuring pupils have the right advice and guidance to support their future vocation in life, work towards Gatsby benchmarks in all schools.

6. Leadership and Management

- Engage with the Diocese to support the delivery of the Academies Strategy and the Archbishop's vision.
- Review and develop the role of Local Governing Bodies to provide secure, stable and effective governance as well as appropriate challenge.
- Develop and retain future leaders within the MAC including providing opportunities for Leadership programmes to enhance succession planning.
- Robust Performance Management Systems to support all staff development across the MAC.
- Ensure stronger commitment to shared approaches that are improving practice across the MAC including shared CPD & data collection points. These are supported by peer reviews with frequent inclusion of external challenge.
- Ensure that more teachers and leaders are making a contribution to school-to-school support.
- Investigate external partnerships to support school improvement including local and Diocesan Teaching School Alliances and other MAC/MATs.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

7. Resources

- Provide financial stability through a three-year strategic Financial Plan that ensures that balanced budgets are set for all schools.
- Manage the premises and infrastructure with a 5-year Estates Plan guiding the effective use of resources.
- Maintain a comprehensive MAC Risk Register
- Review school risk registers and link to the MAC Risk Register and to MAC and School Improvement Plans.
- Improve HR practice across the MAC.
- Developing a marketing plan and strategy.
- Improve communication between MAC schools and facilitate collaborative working.
- Develop clear ICT Strategic vision to support communication, teaching and learning across the MAC.

As a result of the COVID-19 pandemic some priorities were not fully achieved but Schools were able to offer remote learning to all pupils who were not in a school setting supported by the Government's laptop scheme as well as Company investment.

c. Public benefit

The Company aims to advance for the public benefit education in Coventry and the surrounding area, offering a broad curriculum and an excellent Catholic education environment for its pupils. The Company also allows use of its facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of that community.

The Directors confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission general guidance on public benefit in exercising their powers or duties.

Strategic report

Achievements and performance

The Company will continue to strive to provide an outstanding catholic education and improve and build on the good education outcomes for all pupils from 4 – 19. The Company aims to attract and retain high quality teachers and support staff to deliver its objectives.

In the academic year 2021/22 we have achieved the following:

Priority 1 – Catholic Life

- Significant progress was made in this Key Area despite the impact of Covid on normal activities.
- The Way of the Cross has been shared with all staff, supported by an excellent inset day led by Sr Judith Russi on our MAC mission, vision and values.
- All schools are leading on one of the key elements of the Way of the Cross.
- Five out of our seven schools have had an internal review or an external Section 48 review. Four of our seven schools have an outstanding S48 judgement and the remaining three are securely good.
- RSHE policy successfully implemented in all schools.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Priority 2 – Covid-19

- Outstanding response from school staff throughout the Covid crisis with staff going above and beyond expectations to ensure that our young people were safe, educated and able to attend school.
- Funding has been targeted on identified pupils and groups of pupils and a range of strategies have been introduced across all our schools to address gaps in learning.
- Significant progress in developing support for mental health and wellbeing for staff and pupils.

Priority 3 – Quality of Education

- All school curriculum plans have been reviewed but further work needed on quality assuring intent, implementation and impact.
- Peer to Peer review programme has been a significant success. All reviews have been successfully completed and has resulted in significant improvements in schools as a result of the programme. Additional benefits include development of relationships, collaboration and better understanding of individual schools across the MAC.
- Evaluation of outcomes 2022 to identify any gaps for key groups to inform priorities for 2022/23.
- Leaders of Learning appointed, and subject action plans developed for 2022/23.
- A consistent approach to assessment embedded across the Primaries but further work needed on Secondary assessment processes.
- Ensure that Arbor is utilised effectively to record, monitor and analyse data to inform planning.
- Additional external review have been planned for SEND, EYFS and 6th Form.

Priority 4 – Behaviour and Attitude

- Attendance has been closely monitored but due to Covid processes have not always been applied consistently.
- Safeguarding policy and practice is strong across the MAC.
- As a result of moving to a new MIS the attendance, behaviour and performance tracking systems have not been reviewed.
- Due to Covid restrictions collaborative behaviour strategies across the MAC have not been possible.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Priority 5 – Personal Development

- MAC teaching and learning team established with nearly all schools represented.
- Significant work completed on support for Mental Health and Wellbeing.
- All schools have a named Mental Health and Wellbeing Lead who will complete school action plans.
- Some professional development opportunities have been identified and further work is needed.
- Post Covid, revisit school cultural capital offers and identify collaborative activities and ensure that all schools are tracking pupil uptake.

Priority 6 – Leadership and Management

- Positive engagement with BDES to investigate the possibility of creating a single Coventry and North Warwickshire Multi Academy Company and engagement with Romero and Holy Spirit MACs and Voluntary Aided schools in that process.
- Excellent external review of Governance across the MAC with clear priorities identified to further support and develop outstanding governance across the MAC.
- MAC professional development opportunities have supported recruitment to protected posts but further work is needed on developing succession planning.
- Performance management systems have been reviewed and resulted in new process for Support Staff performance management across all schools and a more consistent approach to teaching staff performance management.
- Collaborative peer reviews have facilitated leadership school to school support.
- New teaching and learning team have been appointed for 2022/23 academic year.
- External support accessed from:
 - St John Wall School in Birmingham
 - Shaping Governance
 - Coventry LA
 - External SEND Reviews
 - Diocese
 - External Performance Management SIP
 - Laurence Sheriff Teaching School Hub for ECT and NPQ programmes
 - External Safeguarding training, support and reviews.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Priority 7- Resources

- Three-year strategic Financial Plan developed and agreed by MAC board. All balanced for 22/23. Mostly balanced for subsequent years with appropriate action plans in place where required.
- 3-5 year Estates plan in place
- Comprehensive MAC Risk Register established with regular reporting to, and updating by the Audit Committee.
- School Risk Registers not yet fully in place and/or comprehensive.
- HR practice improving across the MAC with more central guidance
- A marketing plan and strategy is starting to be developed..
- Improved communication between MAC schools and facilitating collaborative working.
- A clear ICT Strategic vision to support communication, teaching and learning across the MAC has been developed.

The Company continues to evolve and to adapt to the ever-changing educational environment. The total number of pupils in the October 2022 census was 4,123 as opposed to 4,046 in the October 2021 census (+1,9%). However whilst we are continuing to see growth in pupil numbers at secondary schools, the number of pupils within the primary age group continues to decrease. These lower primary numbers will eventually feed through into the secondary stages in line with local and national trends...

The Company, which is now in its third year of operation since conversion to a Company has responded to the ever changing educational environment and to the requirements of Government and Public Health England in relation to the COVID-19 pandemic.

The Company is committed to continual improvement, which has been achieved in a number of ways, including improvement planning, review meetings, school and MAC continual professional development, lesson observations, performance management, self-evaluation, peer to peer reviews, reviews by external partners, data analysis and action planning.

The particular achievements and performance of the Company during the year ended 31 August 2022 were as follows:

Four schools within the Company had a Diocesan Section 48 inspection during the academic year 2021/22 resulting in both secondary schools being judged "Outstanding" and all Primary schools continue to be at least "Good" and two are "Outstanding".

All schools within the Company continue to be rated "Good" by Ofsted at the time of their last inspection and many had features that were judged "Outstanding."

In summer 2022 all schools completed external assessments for the first time since the formation of the Company and outcomes are contained in the following section of this report.



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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Outcomes 2022

Primary Data 2022

School	CtK	SA	SE	SJV	STM	NA
%GLD	71.7	61.8	56.7	70.0	67.7	65.2
EYFSP Average Total Point Score	31.9	29.8	29.5	32.6	30.2	31.1
% Y1 ES Phonics	93.3	62.7	90.0	80.0	65.1	75.5
% End of KS1 ES Phonics	96.7	82.1	93.3	100	90.0	87.0
KS2 ES+ % Reading	88.1	76.3	72.0	90.0	80.7	74.5
KS2 ES+ % Writing	86.4	61.0	60.0	86.7	68.4	69.5
KS2 ES+ % Maths	88.1	76.3	84.0	86.7	80.7	71.4
KS2 ES+ % Combined	78.0	56.9	60.0	83.3	66.7	58.7

Secondary Data

KS4

School	BU	CN	NA
Basics - % achieving Grade 5 or better in Eng and Maths	63.5	50.2	50.0
% 5+ Maths	66.5	53.0	55.0
%5+ English	85.0	70.2	65.6
%5+ Religious Education	77.4	67.0	66.1
Attainment 8	53.9	49.9	48.9
Progress 8	0.30	0.11	0.00
% Ebacc Entries	29.3	26.0	38.6
Ebacc APS	4.63	4.20	4.28

KS5

School	BU	CN	NA
No of Entries	190	252	-
%A*-A	28.46	29.4	36.4
%A*-B	58.4	54.0	62.8



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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Pupil Absence Data

Schools	BU	CN	CtK	SA	SE	SJV	STM
Absence rates 2021/22 Autumn/Spring	6.8%	8.1%	5.6%	5.7%	4.6%	5.0%	5.5%
National Average	8.6%		6.2%				
Persistent Absence 2021/22 Autumn/Spring	21.5%	25.9%	12.4%	18.4%	15.2%	10.5%	13.3%
National Average	26.8%		18.3%				

Most Recent Inspection Outcomes

Schools	BU	CN	CtK	SA	SE	SJV	STM
OFSTED	Good March 2019	Good April 2016	Good March 2019	Good June 2016	Good July 2019	Good May 2016	Good Jan 2018
Section 48	Outstanding June 2019	Outstanding March 2022	Outstanding June 2018	Good March 2022	Good March 2018	Outstanding Nov 2016	Good Nov 2021

- 100% of students leaving Year 13 at Bishop Ullathorne Catholic Secondary School went on to positive destinations. 88% progressed to university places, of which, 22% went to Russell Group universities.
- At Cardinal Newman Catholic School, 98% of students leaving Year 13 went on to positive destinations. 89% progressed to university places, of which 22% went to Russell Group universities.

During the Academic Year 2021/22 the Company achieved the majority of its key aims and objectives but COVID-19 continued to impact on the Company's schools due to the significant amount of resources used to keep pupils and staff safe and schools open. The Company remained open throughout the academic year for all pupils supported by remote learning for those pupils in isolation.

All schools maintained regular contact with pupils and parents and the wider community and arrangements were established to ensure frequent contact and safeguarding of vulnerable pupils.

a. Key performance indicators

The Company uses a number of benchmarks or performance indicators to evaluate its financial performance and drive budgetary control and monitoring.

A key financial performance indicator for the Company is the level of reserves held at the balance sheet date and, in particular, the unrestricted reserves plus restricted income reserves held at year end. At 31 August 2022, the balance of the unrestricted and restricted income reserves was £3,145,000 (2021: £2,825,000). Further details on the level of reserves held by the Company are set out in the Reserves Policy section below.

As the majority of the Company's funding is based on pupil numbers, pupil numbers is also a key performance indicator. As noted earlier in this report, pupil numbers at the most recent census (Oct '22) were 4,123 which is an increase of 77 from the previous year (Oct '21 census).



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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Staffing costs are another key performance indicator for the Company and the percentage of total staff costs to total educational grant funding (being GAG funding plus other operating educational grants from the ESFA and / or Local Authority) for the year was 85.3% (2021: 84.7%), while the percentage of staff costs to total costs (excluding depreciation and LGPS FRS102 pension cost charges) was 84.1% (2021: 81.4%).

b. Going concern

After making appropriate enquiries and taking into account appropriate assumptions and reasonable projections, the Board of Directors has a reasonable expectation that the Company 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 within the financial statements.

c. Promoting the success of the Company

The Directors have acted in the way which they consider, in good faith, promotes the success of the Company for the benefit of its pupils and their parents, the Department for Education and the Education and Skills Funding Agency as principal funders and regulators, its suppliers and local wider school community as a whole, and in doing so have given regard to all matters required under its constitution.

d. Our educational business relationships and community

With a highly committed and dedicated workforce, the Company takes great pride in listening to what our pupils, parents and local community want and continues to provide the level of education outcomes and results that they have come to expect. The Company continues to evolve and to adapt to the ever-changing educational environment, leading to the continued increase in the awareness of the Company's overall activities and educational performance.

As an educational focused charitable organisation, public benefit is also at the heart of all we do. The details in the "Objectives and Activities" and "Achievements and Performance" section of the Directors' report above provide full details of the impact of our activities and our achievements for the year.

With respect to suppliers, the Company's policy for the payment of suppliers is to agree to terms of payment in advance in line with normal commercial practices and, provided a supplier performs in accordance with the agreement, to abide by such terms.

The Company is also committed to contributing towards combating the threat of global warming by using energy efficient measures to reduce CO2 emissions throughout its buildings, facilities and operations.

e. Our stakeholders

In addition to our pupils, parents, suppliers and wider local community, the Directors also recognise the importance of their relationship with the Department for Education (DfE) and the Education and Skills Funding Agency (ESFA), as principal funders, regulators and stakeholders. The Directors are committed to effective engagement with the DfE and the ESFA (and their representatives) and recognise that its success depends on the Directors and senior management's ability to engage with them effectively and to work with them constructively, taking into account their guidance and best practice initiatives, whilst also working in line with the specific requirements of the Company's funding agreement and the Academies Trust Handbook.

f. Our people

The Company's key asset is its people. It employs over 500 staff, including agency workers, and it is only through the combined effort of this workforce, together with our supporters and volunteers, that we can change the lives of the children under our care. The Company encourages the involvement of all employees in decision making processes that impact on them directly and further details on our engagement with our people is detailed in the "Engagement with Employees (including Disabled Persons)" section of the Directors' report above.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

g. Our Members

The Members (through their representatives) are actively engaged in understanding our strategy and vision for the future, our culture and ethos, our people and our educational performance and standards.

h. Maintaining a reputation for high standards

The Company has been in operation for three years, and is committed to continual improvement, which it achieves in a number of ways, including improvement planning, review meetings, school and MAC continual professional development, lesson observations, performance management, self evaluation, peer to peer reviews, reviews by external partners, data analysis and action planning.

The Company also continually develops strategies to maintain and grow its pupil base, including significant engagement with other local Companies and schools.

The information in the "Achievements and Performance" section of the Directors' report above provides full details of our achievements during the year and the standards of educational performance we have achieved for all our stakeholders.

During COVID-19 the Company has continued to work in partnership across all our schools to ensure that all schools followed the guidance of Public Health England and the DfE in opening safely for pupils. The Directors established a COVID-19 working group to develop and review all school's risk assessments on a weekly basis.

All schools continued to offer remote learning to support any pupils who are unable to attend school due to COVID-19 and the Company continued to benefit from DfE laptops for schools funding.

One of the Company's schools, Cardinal Newman Catholic School, has been selected for a re-build under the new DfE School Building Programme which is scheduled to open in September 2024. The Coventry City Council Pupil Placement Expansion Programme funding. Is also building a new Sports Hall for Bishop Ullathorne Catholic School to open in Summer 2023. This is supported by Company capital funding which is providing improved sports changing facilities and a new music suite.

Company capital funding combined with school reserves has enabled St John Vianney Catholic Primary School to build and open a new 26 place nursery on the school site as well as extending before and after school provision from September 2022.

A Health and Safety review of all sites has resulted in new fencing and access provision at Bishop Ullathorne School, Christ the King, St Elizabeth's and St John Vianney Catholic Primary Schools.

St Elizabeth's Catholic Primary School will also benefit from a planned extension which will support the ability of the school to offer an enhanced intervention programme for pupils, opening in Spring Term 2023.

The impact of Covid 19 has resulted in schools experiencing significantly higher rates of staff absence which has had an impact on supply cover budgets.

i. Financial review

The majority of the Company's income is received from ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from ESFA during the period ended 31 August 2022 and the associated expenditure of these grants are shown as restricted funds in the Statement of Financial Activities.

The Company also receives grants for fixed assets from the ESFA and other organisations / funders and these are shown as restricted fixed asset funds in the Statement of Financial Activities. The balance of the restricted fixed asset fund is reduced by the depreciation charges on the assets acquired using these funds.

For the year ended 31 August 2022, the Company's total income (excluding capital grants) was £23,882,000 (2021: £22,829,000) while the total expenditure (excluding depreciation and LGPS FRS102 pension cost charges) was £23,561,000 (2021: £22,219,000), resulting in a net surplus for the year of £321,000 (2021: £610,000).



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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

The balance of reserves at 31 August 2022, excluding the restricted fixed asset funds and LGPS liability fund was £3,145,000 (2021: £2,825,000).

The net book value of fixed assets at 31 August 2022 was £1,606,000 (2021: £1,066,000). The fixed assets held by the Company are used exclusively for providing education and associated support services to the pupils of the Company. The ownership of the buildings, and the land they stand on, remains with the Archdiocese of Birmingham.

Included within the Company's balance sheet at year end is a defined benefit pension scheme liability of £3,270,000 (2021: £11,657,000), which arises from the deficit in the Local Government Pension Scheme ('LGPS') that is attributable to the schools pre-academisation. Further details regarding the deficit in the LGPS at 31 August 2022 are set out in note 21 to the financial statements.

The key financial policies reviewed and adopted during the period included the Financial Procedures, Policies and Manual, which lay out the framework for the Company's financial management, including financial responsibilities of the Board of Directors, Catholic Senior Executive Leader, Chief Financial Operating Officer, Headteachers, Business and office managers, budget holders and other staff, as well as the delegated authorities for spending. The other financial policies reviewed and adopted during the period included Charges and Lettings, Asset Management and Insurance.

j. Reserves policy

The Directors review the reserve levels of the Company annually. This review encompasses the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The Directors also take into consideration the future plans of the Company, the uncertainty over future income streams and other key risks identified during the risk review.

The Directors have determined that the appropriate level of free cash reserves should be approximately 3-5% of total incoming resources (£753,000 - £1,255,000). The reason for this is to provide sufficient working capital to cover delays between spending and receipts of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance, long term staff absences etc.

The Company's current level of reserves at 31 August 2022 is (£1,893,000) (2021: (£6,717,000)), of which £3,145,000 (2021: £2,825,000) is free reserves (that is, total funds less the amount held in fixed asset and pension restricted funds).

Although the current level of free reserves is above the target level identified above, the Directors expectation is that these reserves will be utilised over the next few years to fund ongoing development, including the need to retain key staff in light of the increasing cost pressures in future years.

The value of the restricted fixed asset fund at 31 August 2022 is £2,018,000 (2021: £2,115,000), which is represented by the fixed assets that are used exclusively for providing education and associated support services to the pupils of the Company. Unspent capital grants and capital loans are also reflected within this fund balance. These funds can only be realised by disposing of the associated tangible fixed assets.

The pension reserve fund has a deficit balance at 31 August 2022 of £3,270,000 (2021: £11,657,000), which represents the deficit in the LGPS at the balance sheet date. The effect of the LGPS deficit is that the Company is required to make additional pension contributions over a number of years in order to fund the deficit. Those additional contributions are determined by the pension scheme trustees, who use different assumptions to those utilised in calculating the deficit balance of £3,270,000 (2021: £11,657,000). These additional pension contributions will be funded from the Company's annual recurring income, which could adversely impact its ability to continue to deliver its educational outcomes with the available public funding it receives if the current basis for determining the level of additional contributions were to change detrimentally. The Directors have concluded that, at present, there is no reason to believe that the future basis of calculating such additional contributions will change significantly when the LGPS deficit falls to be revalued in 2022, and have noted that the Government has provided a confirmation that in the event of a Multi Academy Company's insolvent dissolution, any outstanding LGPS liabilities would be met by the DfE.



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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

k. Investment policy

All funds surplus to immediate requirements are considered for investment to optimal effect by the Company with the objective of ensuring maximum return on assets invested but with minimal risk. At the Company's Resources Committee meeting on 12 October 2022 the Directors considered market rates of return on investments and resolved that, as the rates have now risen appreciably above previous lows then surplus fund investments will commence in the very short term, following the next Bank of England and subsequent Lloyds Bank investment rates in November 2022.

l. Principal risks and uncertainties

The Directors have assessed the major risks to which the Company is exposed, especially in the operational areas, such as teaching, health & safety, safeguarding and school trips, and in relation to the control of finances and strategic development of the Company. They have introduced systems, including operational procedures and internal financial controls in order to minimise risk and have agreed a Risk Management Strategy and Risk Management Plan, which incorporates a Risk Register.

Where significant financial risk still remains, the Directors have ensured the Company has adequate insurance cover in place. The Risk Management Plan is constantly reviewed in light of any new information and formally reviewed annually.

Educational

The continuing success of the Company is dependent on continuing to attract pupil applicants in sufficient numbers by maintaining the highest educational standards across all key stages. To mitigate this risk, the Directors ensure that pupil success and achievement are closely monitored and reviewed, with corrective actions embedded at an early stage, and that relationships and partnerships with parents, the local community and other organisations and groups are maintained and are effective in producing a cohesive and supportive community.

Safeguarding and child protection

The Directors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.

Financial

The Company has considerable reliance on continued Government funding through the ESFA. In the year, approximately 92.5% (2021: 98.8%) of the Company's income (excluding amounts transferred on conversion from the Local Authority) was ultimately Government funded. Whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms, particularly in the light of continuing changes to the National Funding Formula for schools.

Unfunded continuing increases in employment costs, including pension costs association with both the Teachers' Pension Scheme and the Local Government Pension Scheme, and premises costs will also continue to place significant pressure on the Company's financial position and its ability to deliver balanced budgets in the future. Similarly whilst the Company enjoys some long term protection due to some long term contracts, the impact of very significant energy cost increases will start to be felt in the 2022/23 financial year.

The impact of the Harper Brazel employment law ruling is expected to be limited to permanent staff with irregular hours/pay who do not already qualify for the statutory minimum holiday pay. As such the impact on the Company is not thought to be significant.

The Directors examine the financial health of the Company formally at every half termly board meeting and regularly review performance against budgets and overall expenditure by means of regular update reports at all full Board and Resources Committee meetings. The Chair of the Resources Committee and Chair of the Board meet informally, monthly, with the CSEL, CFOO and Finance Manager to review performance against budgets and overall expenditure.



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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Going Concern

When the Company was formed, it inherited the LGPS WMPF Pension Deficit. However the value of the buildings, and the land under them, remained with the Diocese and so has not been included on the balance sheet. This has resulted in a continuing, but reducing deficit fund position.

Having regard to the Company's financial forecasts, and to the fact that the LGPS's contributions levels are fixed until 2023, the Directors have determined that there are sufficient cash reserves and working capital to ensure that the Company can continue operating for a period of at least 12 months. On this basis the Directors have prepared the accounts on a going concern basis.

Fundraising

The Company has promoted various fundraising activities during the year ended 31 August 2022 including support for Afghan and Ukrainian refugees, food banks and local charities.

Fundraising is primarily undertaken by school staff or parents, no professional fundraisers, commercial participators or third parties work with the Company currently. Any fundraising would be undertaken in line with the Fundraising Regulator's Code of Fundraising Practice and is monitored by the central finance function of the Company. The Company is mindful of the requirement to protect the public, particularly vulnerable people, from unreasonably intrusive or persistent fundraising approaches or undue pressure to donate. No complaints have been received in respect of fundraising activities, the general complaints policy of the Company would be applicable if so.

Plans for future periods

The Company strives to continually improve levels of attainment for all pupils, equipping them with the qualifications, skills and character to follow their chosen pathway, whether it is into further and higher education or employment, as well as promoting the continued professional development of its staff.

During 2021/22 the Company's Improvement Plan has been reviewed and the Key Areas for 2022 to 2025 have been revised to align them with the Department for Education Assurance Framework as well as the existing Ofsted Key Areas. The Key Areas for the 2022 to 25 Improvement Plan are:

1. Catholic Life, Ethos and Educational Vision
2. Quality of Education, Teaching and Learning, Curriculum and Assessment
3. People, Partners and Personal Development
4. Leadership and Management
5. Use of Resources

Within the revised Key Areas, the Company's priorities for 2022/23 are:

1. Catholic Life, Ethos and Educational Vision

- Schools to deliver their action plans for their key element of the Way of the Cross.
- MAC mission and vision to be shared with the wider school community with a particular focus on links with parishes.
- Understand the new Catholic Schools Inspectorate inspection framework and develop a MAC peer to peer review process.
- Pupils have a clear understanding of their vocation in life and how they can make positive contributions to society.
- Analysis of 2022 external outcomes identifies key priorities for each school and areas for collaborative work.
- A consistent and relentless approach to ensuring that excellent attendance supports achievement including Governor Attendance Panels



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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

- Review use of CPOMS and continue to monitor the SCR and safeguarding practice. Ensure that all training for all key stakeholders is up to date and current.
- Implement a rolling programme of DBS reviews to ensure all staff and governors have been DBS checked in line with LA guidance.
- A review of behaviour policy and practice and tracking of data needs to be completed in the next academic year.
- Establish collaboration between schools to effectively manage behaviour and reduce the numbers of full time/part time exclusions (managed moves, placements at other schools).

2. Quality of Education, Teaching and Learning, Curriculum and Assessment

- Quality assure curriculum planning and ensure training for middle leadership
- Share Crossnet across all schools and ensure that it is an effective tool to facilitate collaborative working and shared resources.
- Review Pupil Premium and other catch-up funding spend and ensure it is appropriately targeted on underperforming pupils and groups of pupils.
- Implementation and embedding of the new Power Maths curriculum to ensure outstanding provision, teaching and learning and outcomes for mathematics.
- Review Reading, Writing and Spelling across all schools, identify best practice and share it.
- Review assessment processes in the secondary schools, share practice and identify a common approach.
- Embed Arbor programme to ensure effective data analysis and assessment processes.
- Review provision and practice and develop a common approach to EYFS tracking.
- External review sixth form provision and outcomes and identify collaborative opportunities.
- Development of reflective practitioners and networks to support shared professional learning and development

3. People, Partners and Personal Development

- Provide opportunities for outstanding practitioners to work across MAC schools to support identified key areas for development.
- Embed MH and WB action plans and ensure they support staff to manage work/life balance.
- Programme of professional development opportunities for staff.
- Review school cultural capital offers and identify collaborative opportunities and ensure that all schools are tracking pupil uptake.
- Review school compliance with Gatsby benchmarks on good career guidance and identify key actions for schools.
- Continue to develop external partnerships to support school improvement including:
 - 6th Form
 - EYFS



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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

4. Leadership and Management

- Continue to investigate opportunities for MAC growth in line with BDES Academies Strategy and the Archbishop's vision.
- Ensure appropriate response to the Governance review to support outstanding governance in all schools.
- Develop professional training guidance for staff including identifying opportunities for future leaders.
- Ensure new performance management process is embedded across the MAC.
- Embedding the education staff wellbeing charter to ensure that all staff are supported in their roles.
- Develop and share a plan for MAC growth including plans for building governance, leadership development and school improvement capacity.

5. Use of Resources

- Annual review of Estates plan. In 2022 a bid was submitted to the DFE for Bishop Ullathorne Catholic School to be included in the next phase of the national School Rebuilding Programme.
- Review school risk registers and link to the MAC Risk Register and to MAC and School Improvement Plans.
- Reconsider the external HR consultants
- Further develop the marketing plan and strategy
- Further develop collaborative working
- Ongoing development of the ICT Strategic vision to support communication, teaching and learning across the MAC.
- Embed Integrated Curriculum Financial Planning across all of our schools to ensure best value for money.
- Develop and embed new MIS (Arbor) across the MAC, implementing new ways of working to streamline school administration
- Improve GDPR reporting and collection of GDPR evidence of compliance
- Manage schools with forecasted future deficits past the 22/23 financial year.
- Review nursery provision at St Augustine's
- Review Human Resources policies and practice across the MAC.

Funds held as custodian on behalf of others

The Company and its Directors do not act as Custodian Trustees of any other charity

The Company does however hold Post 16 Bursary Funds on behalf of the ESFA, which are distributed to students as required and in line with the terms and conditions of the funds.

Disclosure of information to auditor

Insofar as the Directors are aware:

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




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**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022**

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

DocuSigned by:

DB15D80DB6EC4E2...

J Teahan

Chair of Directors

Date: 14 December 2022



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

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GOVERNANCE STATEMENT

Scope of responsibility

As Directors, we acknowledge we have overall responsibility for ensuring that Holy Cross Catholic Company 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 Directors, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance. During the academic year 2021/22 Directors commissioned an external review of governance which concluded that much of the governance of the Company was highly effective and identified a limited number of improvement priorities relating to the consistency and monitoring role of Local Governing Bodies.

The Board of Directors has delegated the day-to-day responsibility to the Catholic Senior Executive Leader (CSEL), 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 that Holy Cross Catholic Company and the Secretary of State for Education. They are also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that information that is described in the Directors' Report and in the Statement of Directors' Responsibilities. The Board of Directors has formally met 7 times during the year ended 31 August 2022.

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

Director	Meetings attended	Out of a possible
K Ainsworth	6	7
AJ Cawley	7	7
MJ Gallagher	7	7
K Marston	6	7
LP Moore	6	7
R Ridley	5	7
J Teahan	7	7

The Board of Directors reviewed the Company's governance structure during the year to evaluate its impact and effectiveness and are satisfied that the current structure in place is appropriate and effective for the Company. The Board of Directors undertook a skills audit to inform future Board membership, training and succession planning, and concluded at the outcome of the review that, between them, they had a wide range of skills that contribute to the successful governance of the Company. A further review of the Governance structure will take place in Spring 2023.

The Board of Directors met more than six times during the year, they have maintained effective financial oversight and governance through the formal work undertaken by the Resources Committee and the Audit Committee as detailed further below. These are Committees of the Board of Directors and they met 6 and 3 times respectively during the year. The minutes of these Committee meetings are provided to the full Board of Directors and the Chairs of these Committees report to each full Board of Directors meeting on the key matters considered at their meetings and the impact for consideration by the full Board of Directors.

All planned meetings took place in 2021 2022. In addition, the COVID-19 Working Group continued to operate to support planning and monitoring of the impact of COVID-19 to ensure the continued safe opening of all our schools. All LGB meetings continued throughout the year as planned. No amendments to the Scheme of Delegation were needed throughout this period.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The **Resources** Committee is a Committee of the Board of Directors. Its purpose is to provide oversight, guidance and assistance to the Board of Directors on all matters related to finance, resources, premises and Health & Safety of the Academy Company.

The key issue(s) dealt with by the Resources Committee during the year was the review of the Company's 3-year financial forecasts and the actions required to address the reduced funding expected over this period.

Attendance during the year at meetings was as follows:

Director	Meetings attended	Out of a possible
K Ainsworth	5	6
T Cawley	6	6
M Gallagher	5	6
L Moore	6	6

The **Audit** Committee is also a Committee of the Board of Directors. Its purpose is to maintain an oversight of the Company's governance, risk management, internal control and value for money framework. It will report its findings annually to the Board of Directors and the Accounting Officer as a critical element of the Company's annual reporting requirements.

The key issue(s) dealt with by the Audit Committee during the year was the review of the report received from Lana Forrester, Head of Services, Schools Financial Services, Birmingham City Council, in relation to the Company's systems of internal control and the actions undertaken to address the limited control weaknesses identified. The Audit Committee also review the Risk Register at each meeting.

Attendance during the year at meetings was as follows:

Director	Meetings attended	Out of a possible
R Ridley	3	3
K Ainsworth	3	3
J Teahan	3	3

Review of value for money

As Accounting Officer, the Catholic Senior Executive Leader has responsibility for ensuring that the Company 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 Company's use of its resources has provided good value for money during each academic period, and reports to the Board of Directors where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Company has delivered value for money during the year by:

- Achieving economies of scale by negotiating Company contracts rather than individual school contracts including Find A Tender (formerly OJEU) tenders where applicable.
- Completing Benchmarking exercises to review spending on curriculum and staffing.
- Clear strategic priorities were identified for the academic year to ensure that money was allocated to key improvement areas.
- Central purchasing where beneficial to ensure best value for money.



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Company's 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 Holy Cross Catholic Company for the period from 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Directors has reviewed the key risks to which the Company is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Directors is of the view that there is a formal ongoing process for identifying, evaluating and managing the Company's significant risks that has been in place for the period from 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Audit Committee of the Board of Directors.

The risk and control framework

The Company'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 Directors;
- regular reviews by the Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Directors has appointed Lana Forrester (the 'Internal Auditor'), Head of Services, Schools Financial Services, Birmingham City Council, to undertake the internal auditing of the above matters.

The Internal Auditor is totally independent of Cooper Parry Group Limited, which is the firm providing external audit.

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

- review of and testing of income recognition and recording systems and procedures
- review of and testing of payroll systems and procedures
- review of and testing of procurement systems and procedures
- review of and testing of bank control procedures
- Review of management information preparation procedures, including information prepared for and presented to the Board of Directors

On a termly basis, the internal auditor reports to the Board of Directors through the Audit Committee on the operation of the systems of control and on the discharge of the Board of Directors' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings,



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

recommendations and conclusions to help the committee consider actions and assess year on year progress.

Whilst there were no significant internal control weaknesses identified from the work completed, the Directors and management plan to continue to strengthen and improve internal controls over the next 12 months.


Review of effectiveness

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

- the work of the Internal Auditor;
- the work of the external auditor;
- the financial management and governance self assessment process; including the School Resource Management Self Assessment and VMFI Tools;
- the work of the executive managers within the Company who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit Committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Directors and signed on their behalf by:

DocuSigned by:

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J Teahan
 Chair of Directors

Date: 14 December 2022

DocuSigned by:

 1F79FCBE719D498...

M Kelly
 Accounting Officer

Date: 14 December 2022



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of the Holy Cross Catholic Multi Academy Company I have considered my responsibility to notify the Company's Board of Directors and ESFA of material irregularity, impropriety and non compliance with ESFA terms and conditions of all funding received by the Company, under the funding agreement in place between the Company and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Trust Handbook 2021.

I confirm that I and the Company's Board of Directors are able to identify any material irregular or improper use of funds by the Company, or material non compliance with the terms and conditions of funding under the Company's funding agreement and the Academies Trust Handbook 2021.

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 Directors and ESFA.

DocuSigned by:
Marina Kelly
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.....
M Kelly

Accounting Officer

Date: 14 December 2022



HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

(A Company Limited by Guarantee)

STATEMENT OF DIRECTORS' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2022

The Directors (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Directors' 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 Directors to prepare financial statements for each financial year. Under company law, the Directors 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 Directors are required to:

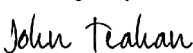
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors 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 Directors 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 Directors 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 Directors and signed on its behalf by:

DocuSigned by:

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J Teahan
 Chair of Directors

Date: 14 December 2022

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY

Opinion

We have audited the financial statements of Holy Cross Catholic Multi Academy Company (the 'Company') for the period ended 31 August 2022 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 2021 to 2022 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 company's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the period 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 2021 to 2022 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY (CONTINUED)

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditor's Report thereon. The Directors are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Directors' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities, the Directors (who are also the directors of the 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 Directors 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 Directors are responsible for assessing the company'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 Directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY (CONTINUED)

Auditor's responsibilities for the audit of the financial statements

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

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

Our assessment focussed on key laws and regulations the Company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, the Academies Trust Handbook 2021, the Academies Accounts Direction 2021 to 2022, taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the company and how the company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Company's control environment and how the Company has applied relevant control procedures, through discussions with Directors and other management and by reviewing the reports on the internal scrutiny work commissioned by the trust in relation to the year and by performing walkthrough testing over key areas;
- obtaining an understanding of the company's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF HOLY
CROSS CATHOLIC MULTI ACADEMY COMPANY (CONTINUED)**

Use of our report

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

A handwritten signature in dark ink, appearing to read 'Simon Atkins', is written over a horizontal line.

Simon Atkins FCA (Senior Statutory Auditor)

for and on behalf of

Cooper Parry Group Limited

Chartered Accountants

Statutory Auditor

Office 401, 4th Floor

Two Chamberlain Square

Birmingham

B3 3AX

15 December 2022

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HOLY
CROSS CATHOLIC MULTI ACADEMY COMPANY AND THE EDUCATION AND SKILLS FUNDING
AGENCY**

In accordance with the terms of our engagement letter dated 24 April 2020 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Holy Cross Catholic Multi Academy Company during the year 1 September 2021 to 31 August 2022 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 Holy Cross Catholic Multi Academy Company and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Holy Cross Catholic Multi Academy Company 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 Holy Cross Catholic Multi Academy Company and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Holy Cross Catholic Multi Academy Company's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Holy Cross Catholic Multi Academy Company's funding agreement with the Secretary of State for Education dated 30 August 2019 and the Academy Trust Handbook, extant from 1 September 2021, 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 2021 to 2022. 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 2021 to 31 August 2022 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw our conclusions included:

- Reviewing the internal control policies and procedures implemented by the Company and evaluating their design and effectiveness to understand how the Company has complied with the framework of authorities;
- Reviewing the minutes of meetings of the Directors, relevant sub-committees and other evidence made available to us, relevant to our consideration of regularity;
- Enquiries of the Accounting Officer, including reviewing the work undertaken by the Accounting Officer in relation to their Statement on Regularity, Propriety and Compliance; and

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HOLY
CROSS CATHOLIC MULTI ACADEMY COMPANY AND THE EDUCATION & SKILLS FUNDING AGENCY
(CONTINUED)**

- Detailed testing of the income and expenditure of the Company based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit of the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

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 2021 to 31 August 2022 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Reporting Accountant
Cooper Parry Group Limited
Chartered Accountants
Statutory Auditor

Date: 15 December 2022

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2022

		Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
	Note					
Income from:						
Donations and capital grants:	3					
Other donations and capital grants		24	-	1,214	1,238	1,213
Other trading activities	5	384	-	-	384	196
Investments	6	1	-	-	1	1
Charitable activities	4	259	23,214	-	23,473	22,606
Total income		668	23,214	1,214	25,096	24,016
Expenditure on:						
Charitable activities	7	612	24,462	1,311	26,385	23,959
Total expenditure		612	24,462	1,311	26,385	23,959
Net movement in funds before other recognised gains/(losses)		56	(1,248)	(97)	(1,289)	57
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	26	-	9,899	-	9,899	(875)
Net movement in funds		56	8,651	(97)	8,610	(818)
Reconciliation of funds:						
Total funds brought forward		1,296	(10,128)	2,115	(6,717)	(5,899)
Net movement in funds		56	8,651	(97)	8,610	(818)
Total funds carried forward		1,352	(1,477)	2,018	1,893	(6,717)

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

The notes on pages 42 to 69 form part of these financial statements.

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY**(A Company Limited by Guarantee)****REGISTERED NUMBER: 12084073****BALANCE SHEET
AS AT 31 AUGUST 2022**

	Note	2022 £000	2021 £000
Fixed assets			
Tangible assets	14	1,606	1,066
		<u>1,606</u>	<u>1,066</u>
Current assets			
Debtors	15	907	871
Cash at bank and in hand	23	5,899	5,112
		<u>6,806</u>	<u>5,983</u>
Creditors: amounts falling due within one year	16	(3,102)	(1,957)
		<u>3,704</u>	<u>4,026</u>
Net current assets		<u>3,704</u>	<u>4,026</u>
Total assets less current liabilities		<u>5,310</u>	<u>5,092</u>
Creditors: amounts falling due after more than one year	17	(147)	(152)
		<u>5,163</u>	<u>4,940</u>
Net assets excluding pension liability		<u>5,163</u>	<u>4,940</u>
Defined benefit pension scheme liability	26	(3,270)	(11,657)
		<u>1,893</u>	<u>(6,717)</u>
Total net assets		<u>1,893</u>	<u>(6,717)</u>
Funds of the company			
Restricted funds:			
Fixed asset funds	18	2,018	2,115
Restricted income funds	18	1,793	1,529
Pension reserve	18	(3,270)	(11,657)
		<u>541</u>	<u>(8,013)</u>
Total restricted funds	18	<u>541</u>	<u>(8,013)</u>
Unrestricted income funds	18	1,352	1,296
		<u>1,893</u>	<u>(6,717)</u>
Total funds		<u>1,893</u>	<u>(6,717)</u>

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)
REGISTERED NUMBER: 12084073

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

The financial statements on pages 38 to 69 were approved and authorised for issue by the Directors and are signed on their behalf, by:

DocuSigned by:

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J Teahan
(Chair of Directors)
Date: 14 December 2022

The notes on pages 42 to 69 form part of these financial statements.

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £000	2021 £000
Cash flows from operating activities			
Net cash provided by operating activities	20	1,423	1,377
Cash flows from investing activities	22	(636)	120
Cash flows from financing activities	21	-	(30)
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		787	1,467
Cash and cash equivalents at the beginning of the year		5,112	3,645
Cash and cash equivalents at the end of the year	23, 24	<hr/> <hr/> 5,899	<hr/> <hr/> 5,112

The notes on pages 42 to 69 form part of these financial statements

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the company, 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 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

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

The Directors consider that the net current assets balance is a more accurate reflection of the financial health of the Company, which was recorded as £3,704,000 at the period end. Revenue reserves are held above the Company's target level.

The Balance Sheet is in a net asset position of £1,893,000 due to the inclusion of a defined benefit pension scheme surplus which is ultimately guaranteed by the Department of Education.

1.3 Income

All incoming resources are recognised when the company 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.

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.3 Income (continued)

- **Donations**

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

- **Other income**

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

1.4 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Taxation

The company 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 company 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.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.6 Tangible fixed assets

Assets costing £2,000 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 basis:

Long-term leasehold property	-	2%	
Furniture and equipment	-	33%	
Plant and machinery	-	33%	
Computer equipment	-	33%	
Motor vehicles	-	20%	reducing balance

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.

The Company occupies some land and buildings which are provided to it and owned by the Birmingham Roman Catholic Diocesan Trustees (the Site Trustees). The Company occupies this land and buildings under the terms of a Supplemental Agreement between the Birmingham Roman Catholic Diocesan Trustees and the Company. This Supplemental Agreement, which amounts to a mere licence, provides the Company with the right to use the land and buildings for an indefinite period, subject to a 2-year termination notice period. Having considered the fact that the Company occupies the land and buildings by a mere licence, which transfers to the Company no rights or control over the sites save that of occupying it at the will of the Site Trustees under the terms of the relevant site trust, the Directors have concluded that the value of the land and buildings occupied by the Company will not be recognised on the balance sheet of the Company.

1.7 Debtors

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

1.8 Cash at bank and in hand

Cash at bank and in 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.

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.9 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 company 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.

1.10 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.11 Operating leases

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

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

1. Accounting policies (continued)

1.12 Pensions

Retirement benefits to employees of the company 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 company 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 company 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.

1.13 Agency arrangements

The Company distributes 16 - 19 Bursary funds to students as an agent for the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Company does not have control over the charitable application of the funds.

The Company can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at the period end are disclosed in the notes to the accounts.

1.14 Fund accounting

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

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.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. 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.

Critical areas of judgement:

The classification of expenditure between restricted and unrestricted is deemed as a critical area of judgment as certain expenditure can be applied to both funds. Where this is the case and the amounts in question are considered material the expenditure is apportioned to both funding streams on an appropriate basis.

The Company occupies land and buildings which are provided to it and owned by the Birmingham Roman Catholic Diocesan Trustees (the Site Trustees). The Company occupies this land and buildings under the terms of a Supplemental Agreement between the Birmingham Roman Catholic Diocesan Trustees and the Company. This Supplemental Agreement, which amounts to a mere licence, provides the Company with the right to use the land and buildings for an indefinite period, subject to a 2-year termination notice period. Having considered the fact that the Company occupies the land and buildings by a mere licence, which transfers to the Company no rights or control over the sites save that of occupying it at the will of the Site Trustees under the terms of the relevant site trust, the Directors have concluded that the value of the land and buildings occupied by the Company will not be recognised on the balance sheet of the Company. Accordingly, improvements to property held under Church supplemental agreements are recorded as leasehold improvements when incurred.

The Directors have considered the nature of the donations relating the use of some of the Company's school playing fields and do not consider the value of the donation to be of material benefit to the users of the accounts. Therefore no cost has been recognised in the financial statements.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

3. Income from donations and capital grants

	Unrestricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Donations	24	-	24	26
Capital Grants	-	1,214	1,214	1,187
Total 2022	24	1,214	1,238	1,213
Total 2021	26	1,187	1,213	

4. Funding for the company's charitable activities

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Educational activities				
DfE/ESFA grants				
General Annual Grant	-	20,571	20,571	19,092
Other DfE/ESFA grants				
Pupil Premium	-	987	987	949
Teachers' Pension grant	-	84	84	682
Other DfE Group grants	-	689	689	852
	-	22,331	22,331	21,575
Other Government grants				
Local Authority grants	-	628	628	668
	-	628	628	668
Other income from the company's educational activities	259	-	259	73
COVID-19 additional funding (DfE/ESFA)				
Catch-up Premium	-	-	-	290
Recovery Premium	-	125	125	-
School Led Tutoring grants	-	130	130	-
	-	255	255	290
	259	23,214	23,473	22,606

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

4. Funding for the company's charitable activities (continued)

	259	23,214	23,473	22,606
	<u>259</u>	<u>23,214</u>	<u>23,473</u>	<u>22,606</u>
Total 2021	<u>73</u>	<u>22,533</u>	<u>22,606</u>	

The Trust Company received £125,000 of funding for recovery premium and costs incurred in respect of this funding totalled £116,000, with the remaining £9,000 to be spent in 2022/23.

The Trust also received £130,000 of School Led Tutoring funding in the year and costs incurred in respect of this funding totalled £130,000.

5. Income from other trading activities

	Unrestricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Hire of facilities	46	46	18
Income from ancillary trading activities	338	338	178
Total 2022	<u>384</u>	<u>384</u>	<u>196</u>
Total 2021	<u>196</u>	<u>196</u>	

6. Investment income

	Total funds 2022 £000	Total funds 2021 £000
Investment income - local cash	<u>1</u>	<u>1</u>
Total 2021	<u>1</u>	

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

7. Expenditure

	Staff Costs 2022 £000	Premises 2022 £000	Other 2022 £000	Total 2022 £000	Total 2021 £000
Educational activities:					
Direct costs	15,130	-	1,528	16,658	16,057
Allocated support costs	4,676	1,510	3,541	9,727	7,902
	<u>19,806</u>	<u>1,510</u>	<u>5,069</u>	<u>26,385</u>	<u>23,959</u>
Total 2021	<u>19,076</u>	<u>1,482</u>	<u>3,401</u>	<u>23,959</u>	

8. Analysis of expenditure by activities

	Activities undertaken directly 2022 £000	Support costs 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Educational activities	<u>16,658</u>	<u>9,727</u>	<u>26,385</u>	<u>23,959</u>
Total 2021	<u>16,057</u>	<u>7,902</u>	<u>23,959</u>	

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
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8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational activities 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Pension finance costs	203	203	147
Staff costs	4,670	4,670	4,255
Depreciation	1,311	1,311	613
Catering	474	474	453
Recruitment and support	49	49	44
Maintenance of premises and equipment	644	644	433
Cleaning	531	531	520
Rent and rates	131	131	145
Energy costs	359	359	384
Insurance	89	89	95
Security and transport	151	151	98
Technology costs	303	303	257
Office overheads	178	178	150
Professional costs	351	351	275
Bank interest and charges	5	5	1
Pension administration costs	-	-	1
Other costs	278	278	31
	<u>9,727</u>	<u>9,727</u>	<u>7,902</u>
Total 2021	<u>7,902</u>	<u>7,902</u>	

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2022 £000	2021 £000
Operating lease rentals	56	58
Depreciation of tangible fixed assets	1,311	613
Fees paid to auditor for:		
- audit	15	14
- other services	6	4
	<u>15</u>	<u>18</u>

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NOTES TO THE FINANCIAL STATEMENTS
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10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2022 £000	2021 £000
Wages and salaries	13,369	13,225
Social security costs	1,370	1,376
Pension costs	4,525	4,149
	<hr/>	<hr/>
	19,264	18,750
Agency staff costs	542	326
	<hr/>	<hr/>
	<u>19,806</u>	<u>19,076</u>

b. Special staff severance payments

There were no instances of non-statutory / non-contractual staff severance payments in the period, or any other staff restructuring cost.

c. Staff numbers

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

	2022 No.	2021 No.
Teachers	228	230
Administration and support	382	295
Management	9	9
	<hr/>	<hr/>
	619	534
	<hr/>	<hr/>

The average headcount expressed as full-time equivalents was:

	2022 No.	2021 No.
Teachers	183	208
Administration and support	196	156
Management	9	11
	<hr/>	<hr/>
	388	375
	<hr/>	<hr/>

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

10. Staff (continued)

d. Higher paid staff

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

	2022 No.	2021 No.
In the band £60,001 - £70,000	8	11
In the band £70,001 - £80,000	3	3
In the band £80,001 - £90,000	2	1
In the band £90,001 - £100,000	1	1
In the band £100,001 - £110,000	1	1
	<u>1</u>	<u>1</u>

e. Key management personnel

The key management personnel of the company comprise the Directors and the senior management team as listed on page . 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 company was £987,401 (2021 - £969,616).

11. Directors' remuneration and expenses

During the year, no Directors received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 August 2022, no Director expenses have been incurred (2021 - £NIL).

12. Directors' and Officers' insurance

In accordance with normal commercial practice, the company has purchased insurance to protect Directors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2022 was £Nil (2021 - £193). The cost of this insurance is included in the total insurance cost.

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NOTES TO THE FINANCIAL STATEMENTS
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13. Central services

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

- Support with the delivery of high-quality Christ-centred Catholic education;
- Employment of a full time Catholic Senior Executive Leader (CSEL) for Holy Cross Multi-Academy Company to work closely with the MAC Board of Director;
- Employment of a full time Chief Finance and Operating Officer (CFOO) to act as Chief Financial Officer and provide financial support and advice to Headteachers, Governors and finance staff;
- Employment of a full time MAC Business Manager to oversee the business operations of the schools, including external/internal audit, workforce planning, HR support, and strategic budgeting;
- Employment of a full time MAC Finance Manager and other support staffing to oversee the finances of the MAC and its schools and to assist with financial control and forecasting;
- Central project management to set up the MAC and manage any future additions to the MAC (time limited);
- Provision of a central Financial IT system (PS Financials), central budgeting system (IRIS Financial Planner) and central asset/compliance tracking system (IRIS Assets);
- Provision of a MAC wide Health and Safety Consultant, including centralised Health and Safety RIDDOR reporting;
- School Improvement in areas such as PIXL leads, curriculum leads, HT performance management, support with external inspections and quality assurance;
- Co-ordination and support for schools with ICT systems and ICT strategic management;
- Centralised capital project management, including strategic estates planning, centralised capital funds management, statutory compliance monitoring and actions plans on school condition surveys;
- Statutory ESFA reporting;
- Safeguarding Audits;
- Centralised processing of VAT;
- MAC wide training including INSET days;
- Continuous improvement strategies;
- Stakeholder engagement on behalf of all schools with bodies such as the RSC, DFE, ESFA, DES, LA, Professional Associations etc;
- Training for Governors/finance staff during the year to ensure a full understanding of their new responsibilities as academy schools;
- To arrange the MAC end of year statutory accounts and liaise with external auditors;
- Provision of an internal audit service across the MAC at no direct cost to the member schools;
- An ongoing programme of procurement services to realise economies of scale across the Company including running MAC wide tenders for areas such as Catering, cleaning, MFDs/Photocopiers, Health and Safety, and Waste Disposal;
- Clerk to MAC Board and committees (including Local Governing Bodies);
- Communications and marketing to promote all schools within the MAC.

The company charges for these services on the following basis:

- flat percentage of 2.3% of the General Annual Grant (GAG).

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NOTES TO THE FINANCIAL STATEMENTS
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13. Central services (continued)

The actual amounts recharged to the schools during the year were as follows:

	2022 £000	2021 £000
St Elizabeth's Catholic Primary School	36	24
St John Vianney Catholic Primary School	29	21
St Augustine's Catholic Primary School	56	42
St Thomas More Catholic Primary School	50	37
Bishop Ullathorne Catholic School	171	128
Cardinal Newman Catholic School	234	168
Christ The King Catholic Primary School	59	120
Total	<u>635</u>	<u>540</u>

The figure in the prior year for Christ The King includes a contribution (£78k) from school reserves towards capital projects.

14. Tangible fixed assets

	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost or valuation				
At 1 September 2021	1,358	492	26	1,876
Additions	1,750	101	-	1,851
At 31 August 2022	<u>3,108</u>	<u>593</u>	<u>26</u>	<u>3,727</u>
Depreciation				
At 1 September 2021	557	244	9	810
Charge for the year	1,064	243	4	1,311
At 31 August 2022	<u>1,621</u>	<u>487</u>	<u>13</u>	<u>2,121</u>
Net book value				
At 31 August 2022	<u>1,487</u>	<u>106</u>	<u>13</u>	<u>1,606</u>
At 31 August 2021	<u>801</u>	<u>248</u>	<u>17</u>	<u>1,066</u>

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NOTES TO THE FINANCIAL STATEMENTS
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15. Debtors

	2022	2021
	£000	£000
Due within one year		
Trade debtors	39	6
Other debtors	38	7
Prepayments and accrued income	414	535
VAT repayable	416	323
	<u>907</u>	<u>871</u>

16. Creditors: Amounts falling due within one year

	2022	2021
	£000	£000
Other loans	10	5
Trade creditors	1,552	832
Other taxation and social security	333	317
Other creditors	403	349
Accruals and deferred income	804	454
	<u>3,102</u>	<u>1,957</u>

Deferred income at the balance sheet date is represented by other educational activities funds received in advance which relate to activities that will be undertaken during the year ending 31 August 2022.

17. Creditors: Amounts falling due after more than one year

	2022	2021
	£000	£000
Other loans	<u>147</u>	<u>152</u>

Other loans of £157,000 (2021: £157,000) are represented by amounts owing to the Birmingham Diocesan Education Service which were inherited on conversion in relation to unpaid School contributions towards property works at Bishop Ullathorne Catholic School. The loan is free of interest, and will be repayable at a rate of £5,000 per year (the payments do not align with the company's year-end). An amount of £Nil was repaid in 2021/22.

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NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
Unrestricted funds					
General Funds	1,296	668	(612)	-	1,352
Restricted general funds					
General Annual Grant (GAG)	1,212	20,572	(20,109)	-	1,675
Other DfE / ESFA grants	42	689	(721)	-	10
Teachers' pension grant	-	84	(84)	-	-
Pupil premium	101	986	(1,015)	-	72
Local authority grant	75	628	(676)	-	27
Covid catch up premium	99	-	(99)	-	-
Recovery Premium	-	125	(116)	-	9
School led premium	-	130	(130)	-	-
Pension reserve	(11,657)	-	(1,512)	9,899	(3,270)
	(10,128)	23,214	(24,462)	9,899	(1,477)
Restricted fixed asset funds					
Transfer on conversion	30	-	(187)	-	(157)
DfE / ESFA capital grants	2,085	1,214	(1,124)	-	2,175
	2,115	1,214	(1,311)	-	2,018
Total Restricted funds	(8,013)	24,428	(25,773)	9,899	541
Total funds	(6,717)	25,096	(26,385)	9,899	1,893

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. Statement of funds (continued)

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

The General Annual Grant funding must be used for the normal running costs of the Company in line with the Company's charitable objects and the terms and conditions of the Company's funding agreement.

The pupil premium funding must be used to support children from families on low income or children in care.

Other grants and income, which include other ESFA / DfE grants (including Universal Infant Free School Meal grants, Teacher Pay grants and Teachers' Pension grants), Local Authority funding, and other restricted income, are all used in accordance with the specific restrictions of the individual grants and funding provided.

The Pension reserve represents the Local Government Pension Scheme deficit.

Restricted fixed asset funds represent the investment in fixed assets, net of accumulated depreciation, and includes the value of fixed assets transferred to the Company on conversion of the Schools within the Company and the value of fixed assets transferred from academies joining the Company in the current or previous years, together with any capital expenditure funded from restricted or unrestricted funds. Unspent capital grants and capital income are also held in this fund and their use is restricted to the capital projects for which the grant awarded.

Under the funding agreement with the Secretary of State, the company was not subject to a limit on the amount of GAG it could carry forward at 31 August 2022.

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NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds (continued)

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

	Balance at 1 September 2020 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2021 £000
Unrestricted funds						
General Funds	1,260	296	(260)	-	-	1,296
Restricted general funds						
General Annual Grant (GAG)	965	19,092	(18,835)	(10)	-	1,212
Other DfE / ESFA grants	-	852	(810)	-	-	42
Teachers' pension grant	-	682	(682)	-	-	-
Pupil premium	-	949	(848)	-	-	101
Local authority grant	-	668	(593)	-	-	75
Covid catch up premium	-	290	(191)	-	-	99
Pension reserve	(9,655)	-	(1,127)	-	(875)	(11,657)
	<u>(8,690)</u>	<u>22,533</u>	<u>(23,086)</u>	<u>(10)</u>	<u>(875)</u>	<u>(10,128)</u>
Restricted fixed asset funds						
Transfer on conversion	366	-	(179)	(157)	-	30
DfE / ESFA capital grants	1,165	1,187	(434)	167	-	2,085
	<u>1,531</u>	<u>1,187</u>	<u>(613)</u>	<u>10</u>	<u>-</u>	<u>2,115</u>
Total Restricted funds	<u>(7,159)</u>	<u>23,720</u>	<u>(23,699)</u>	<u>-</u>	<u>(875)</u>	<u>(8,013)</u>
Total funds	<u><u>(5,899)</u></u>	<u><u>24,016</u></u>	<u><u>(23,959)</u></u>	<u><u>-</u></u>	<u><u>(875)</u></u>	<u><u>(6,717)</u></u>

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2022 were allocated as follows:

	2022 £000	2021 £000
St Elizabeth Catholic Primary School	204	115
St John Vianney Catholic Primary School	57	220
St Augustine's Catholic Primary School	277	242
St Thomas More Catholic Primary School	297	227
Bishop Ullathorne Catholic School	54	51
Cardinal Newman Catholic School	1,417	1,588
Christ the King Catholic Primary School	373	269
Central Services	466	113
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	3,145	2,825
Restricted fixed asset fund	2,018	2,115
Pension reserve	(3,270)	(11,657)
	<hr/>	<hr/>
Total	1,893	(6,717)
	<hr/> <hr/>	<hr/> <hr/>

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

18. 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 £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2022 £000	Total 2021 £000
St Elizabeth Catholic Primary School	814	172	82	195	1,263	1,248
St John Vianney Catholic Primary School	698	116	78	171	1,063	1,009
St Augustine's Catholic Primary School	1,459	192	143	286	2,080	2,098
St Thomas More Catholic Primary School	1,220	241	138	253	1,852	1,962
Bishop Ullathorne Catholic School	4,054	959	320	1,049	6,382	5,900
Cardinal Newman Catholic School	5,333	1,004	590	1,224	8,151	7,337
Christ the King Catholic Primary School	1,380	329	135	264	2,108	2,167
Central Services	173	348	41	101	663	498
Company	15,131	3,361	1,527	3,543	23,562	22,219

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	-	-	1,606	1,606
Current assets	1,352	4,885	569	6,806
Creditors due within one year	-	(3,092)	(10)	(3,102)
Creditors due in more than one year	-	-	(147)	(147)
Provisions for liabilities and charges	-	(3,270)	-	(3,270)
Total	1,352	(1,477)	2,018	1,893

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £000	Restricted funds 2021 £000	Restricted fixed asset funds 2021 £000	Total funds 2021 £000
Tangible fixed assets	-	-	1,066	1,066
Current assets	1,296	3,481	1,206	5,983
Creditors due within one year	-	(1,952)	(5)	(1,957)
Creditors due in more than one year	-	-	(152)	(152)
Provisions for liabilities and charges	-	(11,657)	-	(11,657)
Total	1,296	(10,128)	2,115	(6,717)

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

20. Reconciliation of net (expenditure)/income to net cash flow from operating activities

	2022 £000	2021 £000
Net (expenditure)/income for the year (as per Statement of Financial Activities)	(1,289)	57
Adjustments for:		
Depreciation	1,311	613
Capital grants from DfE and other capital income	(1,214)	(1,187)
Interest receivable	(1)	(1)
Defined benefit pension scheme cost less contributions payable	1,309	980
Defined benefit pension scheme finance cost	203	147
Decrease / (Increase) in debtors	(36)	211
Increase in creditors	1,140	557
Net cash provided by operating activities	1,423	1,377

21. Cash flows from financing activities

	2022 £000	2021 £000
Repayments of borrowing	-	(30)
Net cash provided by/(used in) financing activities	-	(30)

22. Cash flows from investing activities

	2022 £000	2021 £000
Dividends, interest and rents from investments	1	1
Purchase of tangible fixed assets	(1,851)	(1,068)
Capital grants from DfE Group	1,214	1,187
Net cash (used in)/provided by investing activities	(636)	120

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

23. Analysis of cash and cash equivalents

	2022 £000	2021 £000
Cash in hand and at bank	5,899	5,112
Total cash and cash equivalents	<u>5,899</u>	<u>5,112</u>

24. Analysis of changes in net debt

	At 1 September 2021 £000	Cash flows £000	Other non- cash changes £000	At 31 August 2022 £000
Cash at bank and in hand	5,112	787	-	5,899
Debt due within 1 year	(5)	-	(5)	(10)
Debt due after 1 year	(152)	-	5	(147)
	<u>4,955</u>	<u>787</u>	<u>-</u>	<u>5,742</u>

25. Capital commitments

	2022 £000	2021 £000
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	<u>158</u>	<u>-</u>

HOLY CROSS CATHOLIC MULTI ACADEMY COMPANY
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

26. Pension commitments

The company'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 West Midlands Pension Fund. 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 2019.

Contributions amounting to £350,000 were payable to the schemes at 31 August 2022 (2021 - £340,000) and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £2,125,000 (2021 - £2,109,000).

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 company has accounted for its contributions to the scheme as if it were a defined contribution scheme. The company has set out above the information available on the scheme.

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NOTES TO THE FINANCIAL STATEMENTS
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26. Pension commitments (continued)

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 2022 was £1,273,000 (2021 - £1,234,000), of which employer's contributions totalled £1,036,000 (2021 - £1,006,000) and employees' contributions totalled £ 237,000 (2021 - £228,000). The agreed contribution rates for future years are 5.5 - 12.5 per cent for employers and 24.1 per cent for employees.

As described in note the LGPS obligation relates to the employees of the company, 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 company 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 when Insolvent, to the extent that there is a shortfall in the company's assets, these outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

Principal actuarial assumptions

	2022	2021
	%	%
Rate of increase in salaries	4.05	3.90
Rate of increase for pensions in payment/inflation	3.05	2.90
Discount rate for scheme liabilities	4.25	1.65

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

	2022	2021
	Years	Years
Retiring today		
Males	21.20	21.60
Females	23.60	24.00
Retiring in 20 years		
Males	22.90	23.40
Females	25.40	25.80

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

26. Pension commitments (continued)

Sensitivity analysis

	2022 £000	2021 £000
Discount rate +0.1%	-	528
Discount rate -0.1%	(318)	(542)
Mortality assumption - 1 year increase	(586)	(945)
Mortality assumption - 1 year decrease	-	907
CPI rate +0.1%	(45)	(460)
CPI rate -0.1%	-	448
	<u> </u>	<u> </u>

Share of scheme assets

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

	At 31 August 2022 £000	At 31 August 2021 £000
Equities	7,624	6,362
Gilts	-	863
Corporate bonds	2,390	639
Property	910	734
Cash	456	385
Other	-	1,462
	<u> </u>	<u> </u>
Total market value of assets	<u>11,380</u>	<u>10,445</u>

The actual return on scheme assets was £(338,000) (2021 - £1,424,000).

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

	2022 £000	2021 £000
Current service cost	(2,322)	(1,985)
Past service cost	(23)	-
Interest income	183	137
Interest cost	(386)	(284)
Administrative expenses	-	(1)
	<u> </u>	<u> </u>
Total amount recognised in the Statement of Financial Activities	<u>(2,548)</u>	<u>(2,133)</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

26. Pension commitments (continued)

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

	2022 £000	2021 £000
At 1 September	22,102	17,674
Current service cost	2,322	1,985
Interest cost	386	284
Employee contributions	237	228
Actuarial (gains)/losses	(10,420)	2,162
Benefits paid	-	(231)
Past service costs	23	-
At 31 August	<u>14,650</u>	<u>22,102</u>

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

	2022 £000	2021 £000
At 1 September	10,445	8,019
Interest income	183	137
Actuarial (losses)/gains	(521)	1,287
Employer contributions	1,036	1,006
Employee contributions	237	228
Benefits paid	-	(231)
Administrative expenses	-	(1)
At 31 August	<u>11,380</u>	<u>10,445</u>

27. Operating lease commitments

At 31 August 2022 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £000	2021 £000
Not later than 1 year	56	50
Later than 1 year and not later than 5 years	23	65
	<u>79</u>	<u>115</u>

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28. Members' liability

Each member of the 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.

29. Related party transactions

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

During the year the Company paid £14,477 (2021: £15,6719 to the Birmingham Diocesan Education Service, an organisation in which the Directors of the Company are connected to, for charges in relation to the Schools religious and ethical character (£14,477 (2021: £14,471)) and conferences (£Nil (2021: £1,200)).

An amount of £Nil (2021: £14,477) has been prepaid in relation to charges relating to the next financial period.

These payments are deemed to be at cost for connected party rules.

An amount of £157,000 (2021: £157,000) is recognised in other loans in respect of a balance inherited on conversion owing to the Birmingham Diocesan Education Service, in relation to unpaid School contributions towards property works at Bishop Ullathorne Catholic School. The loan is free of interest, £Nil was repaid during the year (2021: £Nil). Future repayments will be repayable at a rate of £5,000 per year (with two repayments falling due in the year ended 31 August 2023).

During the year the company transacted with St John Wall Catholic School, a voluntarily aided school, in which K Marston, Director, is deemed to have significant influence as the headteacher. Services provided under an SLA for School Improvement support provided by St John Wall Catholic School to the Company totalled £7,235 (2021: £Nil). There were no amounts outstanding at the year end.

During the previous year the Company transacted with John French Electrical Limited, a company controlled by Local Governing Board member J French. Services provided during the previous period totalled £965. There were no amounts outstanding at the previous year end.

During the previous year the Company transacted with Keith Millage Associates Limited, a company controlled by Local Governing Board member K Millage. Services provided during the previous period totalled £2,650. There were no amounts outstanding at the previous year end.

30. Agency arrangements

The Company distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2022 the Company received £37,000 (2021: £33,000) and disbursed £33,000 (2021: £32,000) from the fund. An amount of £5,000 (2021: £1,000) is included in other creditors relating to undistributed funds that are repayable to the ESFA.