

Registered number: 06544825

SENTAMU ACADEMY LEARNING TRUST
(formerly known as Archbishop Sentamu Academy)
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2015

SENTAMU ACADEMY LEARNING TRUST
(A Company Limited by Guarantee)

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SENTAMU ACADEMY LEARNING TRUST
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE TRUST, ITS MEMBERS, DIRECTORS AND
ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2015**

Members

P P Ashton
J C Downing
The Right Reverend P Ferguson
The Most Revd and Rt Hon Dr John Sentamu

Directors

J C Downing, Chair from 17 October 2014^{1,2}
Bishop R M C Frith, Chair (resigned 17 October 2014)²
R A Lees, Vice Chair¹
G Brook, Sponsor Governor (resigned 10 February 2015)
A N Chubb, Executive Principal and Accounting Officer^{1,2}
C J Coulter (appointed 4 February 2015)
J L Daniels (appointed 4 February 2015)
R A Davies (appointed 4 February 2015)
P D Duffield^{1,2}
R A Pritchard (appointed 4 June 2015)

¹ members of the Finance and Personnel Committee (until 4 February 2015)

² members of the Audit Committee

The following Governors resigned as Directors of Archbishop Sentamu Academy when the Academy converted to a Multi Academy Trust. Prior to conversion they had been registered at Companies House as Directors of Archbishop Sentamu Academy. Subsequent to conversion, they remain as Governors on Local Governing Committees unless otherwise indicated:

C J Bennett, Parent Governor (resigned as Director 4 February 2015)
C Carmichael, Parent Governor (resigned as Director 4 February 2015)
E Davidson-Lane, Staff Governor (resigned as Director & Governor 6 October 2014)
L L Holbrook, Staff Governor (appointed 6 October 2014, resigned as Director 4 February 2015)
A C Mason, Sponsor Governor (resigned as Director 4 February 2015)
A S Milner, Co-opted Governor² (resigned as Director 24 February 2015)
M Ruff, Sponsor Governor¹ (resigned as Director & Governor 3 December 2014)

Company registered number

06544825

Principal and registered office

1 Bilton Grove
Hull
East Yorkshire
HU9 5YB

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE TRUST, ITS MEMBERS, DIRECTORS AND
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FOR THE YEAR ENDED 31 AUGUST 2015**

Company secretary

M Watson

Senior leadership team

A N Chubb, Principal of Archbishop Sentamu Academy and Executive Principal of SALT
C Mulqueen, Principal (Aspire)
C J Coulter, Principal (Stockwell)
S Wilson, Principal (Newland St John's)
J L Daniels, Principal (St James')
A Bennett, Vice Principal
T Drinkwater, Vice Principal
K Matchett, Director of Finance and Administration

Independent auditors

Clive Owen LLP
Chartered Accountants
Statutory Auditors
140 Coniscliffe Road
Darlington
Co Durham
DL3 7RT

Bankers

Yorkshire Bank
46 Coney Street
York
North Yorkshire
YO1 9NQ

Solicitors

Rollits LLP
Wilberforce Court
High Street
Hull
East Yorkshire
HU1 1YJ

SENTAMU ACADEMY LEARNING TRUST
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DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2015

The Directors present their annual report together with the financial statements and auditors' report of the charitable company for the year ended to 31 August 2015. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

There have been significant changes in the year. On 1 February 2015 the Academy converted to multi academy trust status and changed its name to Sentamu Academy Learning Trust (SALT). Aspire Academy, an alternative provision academy, opened in temporary accommodation in September 2014 and moved to brand new, purpose built premises in January 2015 and is the largest alternative provision academy in the country. On conversion to MAT status, three local primary schools (Newland St Johns' CE Academy, St James' CE Academy and Stockwell Academy) converted to academy status and became part of the MAT. The MAT has a combined pupil capacity of 2,532, and had a roll of 2,413 in the school census on 30 June 2015.

Consequently, the figures for the year ended 31 August 2015 include the results of Archbishop Sentamu Academy and Aspire Academy for one year, in addition to ten months of non-recurrent funds relating to conversion and the formation of the Trust, and seven months for Newland St Johns' CE Academy, St James' CE Academy and Stockwell Academy.

The comparative figures for 2013-14 relate to the results for Archbishop Sentamu Academy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Trust. The charitable company is known as Sentamu Academy Learning Trust. Details of the Directors who served during the year are included in the Reference and Administrative Details on page 1.

Members' liability

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

Method of recruitment and appointment or election of Directors

The term of office for any Director shall be 4 years, save that this time limit shall not apply to the Executive Principal or any post ex officio. Subject to remaining eligible to be a particular type of Director, any Director may be re-appointed or re-elected.

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DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Policies and procedures adopted for the induction and training of Directors

The training and induction provided for new Directors depends on their existing experience. Where necessary induction and training is provided on charity, educational, legal and financial matters. All new Directors are given a tour of the academies and the chance to meet with staff and students. All Directors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Directors. As there are normally only one or two new Directors a year, induction tends to be done informally and is tailored specifically to the individual.

Organisational structure

SALT is run by a Board of Directors, which delegates powers to each of its academies through schemes of delegation. The main board includes the Executive Principal of the MAT, who is also the Principal of Archbishop Sentamu Academy (ASA), and 3 representatives from the primary academies. Additional educational expertise comes from a former Ofsted Director. Other Directors provide highly skilled legal, financial, governance and educational expertise. Schemes of Delegation with each of the member academies are reviewed annually to ensure that the powers delegated remain appropriate.

Connected organisations, including related party relationships

SALT academies remain part of the "East Hull Collaborative Trust" (EHCT), an umbrella trust formed by Archbishop Sentamu Academy. The aim is for the member organisations to continue to provide support and challenge to each other. Over time, other schools within the EHCT may join the MAT, but one, a Roman Catholic school, is prohibited by its Diocese from doing so. Consequently, the EHCT intends to continue, to enable that school to be part of developments and training in East Hull.

Directors' indemnities

The Trust has purchased insurance to protect Governors, Directors and Members from claims arising against negligent acts, errors or omissions occurring whilst on academy business. Further details are provided in note 14.

Disabled persons

The policy of the Trust is to support recruitment and retention of students and employees with disabilities. The Trust does this by adapting the physical environment by making support resources available and through training and career development.

OBJECTIVES AND ACTIVITIES

The vision of the Trust is: "Be Extraordinary".

Our mission statement sets out how we intend to achieve this for our young people:

We believe that young people achieve their fullest potential when they have a vision of everything their lives could become. The Bible (John 10:10) quotes Jesus as saying, "I have come that they may have life and may have it in all its fullness". As the Trust's academies, we commit ourselves to inspiring our students, and equipping them with the resilience and determination to unlock their unique gifts and realise their highest aspirations. We aim to achieve this through following distinctively Christian principles and focusing on four key areas: service, achievement, leadership and teamwork.

SENTAMU ACADEMY LEARNING TRUST
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DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Objects and Aims

The principal object and activity of the charitable company is the operation of 3 primary academies (Stockwell, St. James' and Newland St John's), an Alternative Provision (AP) academy (ASPIRE), and an 11-19 academy (Archbishop Sentamu Academy) to provide education for students of different abilities.

In accordance with the articles of association, the charitable company has adopted a 'Scheme of Government' approved by the Secretary of State for Education. The Scheme of Government specifies, amongst other things, the basis for admitting students to the academy, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum.

The main objective of the Trust during the year ended 31 August 2015 is summarised below:

To advance for the public benefit education in the United Kingdom, within the context of a Christian beliefs and practice.

Objectives, strategies and activities

The main objective of the Trust is to ensure an excellent quality of education for all learners in its academies. It achieves this by ensuring that each academy has both an accurate self-evaluation and an ambitious improvement plan, progress against which is monitored rigorously through a quality assurance programme that regularly evaluates the quality of teaching and learning over time. To ensure the rigour of these processes, common approaches have been adopted across the Trust, including a common data system for each of the primary academies.

To ensure that the overall strategic direction of the Trust is sharply focussed, the Board of Directors meets twice a year to consider future plans and strategies, in addition to regular meetings to review an agreed schedule of business.

Public benefit

The Trust's aims and achievements are set out within this report and have been undertaken to further its charitable purposes for the public benefit. The Directors have complied with the duty under Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission for England and Wales and the Directors have considered this guidance in deciding what activities the Trust should undertake.

SENTAMU ACADEMY LEARNING TRUST
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DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

The Trust has operated successfully this year, developing from a single academy trust to a multi academy trust (MAT) comprising 3 primary academies, a secondary academy, and an AP academy. In so doing, the Trust also led the conversion of the 3 primary schools to academy status. Within just 6 months of operation, the academies are all operating with the same financial and HR systems, the primary academies are using the same data and quality assurance systems, and powers have been delegated successfully to all the local governing committees.

Within the same year, the Trust also opened an AP academy, initially in temporary premises, and then in its brand new, purpose built premises from January 2015.

The MAT accounts show that each academy is in financial surplus, and the financial position of the Trust overall is very healthy.

Key Performance Indicators

Apart from Newland St John's, the communities served by the academies are rooted in East Hull, which has a long history of deprivation, unemployment and under-achievement. Within this context, the academies are making a very positive difference to young people's lives, providing high quality teaching and learning and a variety of memorable experiences, to provide a platform for the next stage of their education that aims to be both solid and inspirational.

At primary level, all 3 academies have benefitted from high levels of input from the Trust's Primary Improvement Partner. This has led to the raising of standards of teaching and learning, and of pupil outcomes, in all 3 academies. Furthermore, the pupils from all 3 academies have been learning Mandarin Chinese, benefitting from ASA's "Confucius Classroom" status that, amongst other things, provides the primary academy with both teachers and resources directly from a partner school in Beijing.

At secondary level, further improvements in teaching and learning led to ASA achieving the best English GCSE results in the academy's history, with further improvements also being secured in a range of subjects. As with many schools, ASA was hit by a large increase in the pass mark in the higher-level Edexcel Maths exam. This, along with the disappearance of BTECs, led to a drop in the overall headline figure in comparison to the previous year. These issues have all been addressed in the academy development plan. Overall, GCSE results on final entry were above the floor target.

ASA also introduced a "Rugby Academy" across the MAT. This programme, based on ASA being designated an official "Rugby League Training Academy" by the RFL, is a unique programme that develops sportsmanship and Rugby League skills in young people. To date, around 200 students at ASA, half of whom are girls, are participating in the programme. The programme is being introduced into the primary academies, where it is also proving to be extremely popular.

ASA has now developed the largest centre for teaching Mandarin Chinese outside London. The programme has been developed over a number of years and has been recognised as highly successful by both the Confucius Institute and Hanban. Last year, a number of students successfully passed Mandarin Chinese GCSE and, at Post-16, the Pre-U is also being studied.

The numbers of students moving on to University from ASA continues to rise; in 2015, 29 students took up a place at university compared with 22 in 2014. Although A level results were below the attainment floor target, due to some previous results being carried over to this year, there was an encouraging trend in A/S level results, which were higher than the previous year. It was particularly pleasing to see our first student accepted by Goldsmiths College in London to read Politics and Chinese.

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DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Key Performance Indicators (continued)

At ASPIRE, all students left with at least one GCSE, with many passing at least English and Maths GCSE with a grade. There are no specific floor targets for AP academies, but all students were judged to be making progress that was at least "Good". Crucially, the academy is already demonstrating that it can work successfully with those students in Hull who are most at risk of long-term social exclusion and / or criminalisation. As such, ASPIRE is making a major contribution to the Trust's vision of effecting social transformation within a highly deprived area.

Financial Review

Most of the Trust's income is obtained from the Department for Education (DfE) via the Education Funding Agency (EFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE/EFA during the year ended 31 August 2015 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Trust also receives grants for fixed assets from the DfE/EFA. In accordance with The Charities' Statement of Recommended practice, 'Accounting and Reporting by Charities' (SORP 2005), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

In addition to central government grants and funding, local authorities are the other major source of income. Local authorities fund the Trust's academies for early years provisions, special educational needs, high needs, growth, pupil premium and Looked After Children (LAC) funding.

The Trust actively engages with other agencies, such as universities and teaching colleges, which generate funding for training, it applies for regular grants for trips and exchanges from the British Council and the European Union and will apply to Trusts and foundations for donations towards specific projects.

During the year ended 31 August 2015, total income from recurrent grant funding from the DfE/EFA together with other incoming resources exceeded expenditure of £15,294,000. The excess of income over expenditure for the year (before amounts inherited on conversion, LGPS movement, and excluding restricted fixed asset funds) was £566,000.

All of the expenditure shown in the Statement of Financial Activities is in furtherance of the Trust's objectives.

At 31 August 2015 the net book value of fixed assets was £39,719,000 and movements in tangible fixed assets are shown in note 15 to the Financial Statements. The assets were used exclusively for providing education and the associated support services to the students of the Trust.

The provisions of Financial Reporting Standard No.17 'Retirement Benefits' (FRS 17) have been applied in full, resulting in a deficit of £2,632,000 recognised on the balance sheet.

The Trust held fund balances at 31 August 2015 of £38,635,000 comprising £38,003,000 of restricted funds, £263,000 of endowment funds and £369,000 of unrestricted funds.

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DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Principal risks and uncertainties

The principal risks and uncertainties are centred on changes in the level of funding from the DfE/EFA. In addition the Trust is a member of the Local Government Pension Scheme (LGPS), which results in the recognition of a significant deficit on the Trust balance sheet.

The Directors have assessed the major risks, to which the Trust is exposed, in particular those relating specifically to teaching provision, of facilities and other operational areas of the Trust, and its finances. The Directors have implemented a number of systems to assess risks that the academies face, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school visits) and in relation to the control of finance. Should significant financial risk still remain they have ensured they have adequate insurance cover in place. The Trust has an effective system of internal financial control, which is explained in more detail in the Governance Statement.

The Trust has fully implemented the requirements of the Safe Recruitment procedures and all staff have received training in this area in addition to training on Child Protection.

The Trust is subject to a number of risks and uncertainties in common with other academies. The Trust has in place procedures to identify and mitigate these risks.

Reserves policy

Historically, the Board reviewed the reserve levels of the Trust and this has been continued after the formation of the MAT. The review considers the income and expenditure streams, the need to cover both revenue and capital commitments and the composition of the reserves.

The aims of the Trust are funded from the core income and any excess income from restricted reserves in line with the purpose they were provided for. The Trust also ensures there are sufficient reserves to cover working capital and any fluctuations or delays in receiving funding.

The total level of reserves (excluding restricted fixed asset and endowment funds) is currently £1,285,000, made up of £369,000 of unrestricted funds (free reserves) and £916,000 of general restricted funds. The Trust views this level of reserves to be sufficient in line with expected income.

The Trust intends to review its reserves policy in the academic year 2016-17.

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DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Investment policy

The Trust invests surplus funds through money market accounts. Interest rates are reviewed prior to each investment. This policy maximises investment return whilst minimising risks to the principal sum.

Going concern

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

PLANS FOR FUTURE PERIODS

Future developments

The Trust recognises that it is still in the early stages of being a MAT. It is therefore committed to reviewing its procedures and policies within the forthcoming academic year to ensure three key points:

- a) All structures, key personnel and levels of governance are fit for purpose;
- b) The Trust is able to upscale its operations to incorporate more schools within it; and
- c) The level of educational delivery continues to increase along with improvements in outcomes for all learners.

The Trust is also undergoing a facilities review, because the majority of the constituent academies have indicated the need for additional capacity within the next two to three years.

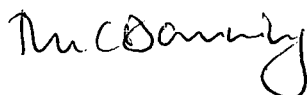
Archbishop Sentamu Academy is also looking to increase its post 16 offering and is currently investigating ways to develop a specialist campus site in the next three to five years.

DISCLOSURE OF INFORMATION TO AUDITORS

Insofar as the Directors are aware:

- there is no relevant audit information of which the Trust's auditor is unaware; and
- the Directors have taken all the 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.

This report, incorporating the Strategic Report, was approved by the Board of Directors on 14 December 2015 and signed on its behalf by:



J C Downing
Chair

SENTAMU ACADEMY LEARNING TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

Scope of Responsibility

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

The Board of Directors has delegated the day-to-day responsibility to the Executive Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Trust and the Secretary of State for Education. The Accounting Officer is 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 described in the Directors' Report and in the Directors' Responsibilities Statement. The Board of Directors has formally met 6 times during the year. Attendance during the year at meetings of the Board of Directors was as follows:

Director	Meetings attended	Out of a possible
J C Downing	6	6
Bishop R M C Frith	0	1
R A Lees	6	6
G Brook	2	3
A N Chubb	6	6
C J Coulter	4	4
J L Daniels	4	4
R A Davies	3	4
P D Duffield	5	6
R A Pritchard	1	2
C J Bennett	2	2
C Carmichael	2	2
E Davidson - Lane	0	1
L L Holbrook	2	2
A C Mason	1	2
A S Milner	2	2
M Ruff	0	2

The governance structure in the year has moved from a single academy trust to a multi academy trust and this is reflected in the disclosure above. Therefore the constitutions of the relevant boards have changed significantly to reflect the new requirements.

Throughout the process of conversion, the relevant governance structures needed to fulfil the needs of the Trust were identified and implemented by the Directors.

Governance reviews:

There has been a review of governance capacity and, where necessary, efforts have been made to identify and recruit additional governors. The Directors ensured skills' audits were undertaken and evaluated by all local governing committees. Through analysis of the findings, training and support have been put in place to develop governance levels throughout the Trust.

The effect of this is that the Trust has reached the end of its first academic year with well-established and suitably skilled Local Governing Committees and a competent Board of Directors, who, along with the Company members, are able to continue to develop the Trust further.