

---

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

---

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**CONTENTS**

---

	Page
<b>Reference and administrative details</b>	1 - 2
<b>Trustees' report</b>	3 - 11
<b>Governance statement</b>	12 - 15
<b>Statement on regularity, propriety and compliance</b>	16
<b>Statement of trustees' responsibilities</b>	17
<b>Independent auditor's report on the financial statements</b>	18 - 22
<b>Independent reporting accountant's report on regularity</b>	23 - 24
<b>Statement of financial activities incorporating income and expenditure account</b>	25 - 26
<b>Balance sheet</b>	27 - 28
<b>Statement of cash flows</b>	29
<b>Notes to the financial statements</b>	30 - 61

---

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

---

**REFERENCE AND ADMINISTRATIVE DETAILS**

---

**Members**

Mrs J. Banks  
Mr G. Greenhalgh CBE  
Mr S. Kindersley (resigned 1 January 2022)  
Mrs S. Williamson (resigned 31 August 2022)  
Mrs J. Womack (resigned 31 August 2022)  
Mr J. Hartley (appointed 1 September 2022)

**Trustees**

Mrs S. Williamson, Chair  
Mr S. Munday CBE, CEO and Accounting Officer  
Mr M. Goodridge (resigned 22 November 2021)  
Mr J. Hartley (resigned 1 September 2022)  
Mr S. Krintas  
Mr G. Pearson  
Mr A. Read  
Dr K. Stutchbury  
Dr N. Walshe  
Mr R. Warsap  
Mr S. Kindersley (appointed 1 January 2022)  
Dr R. Monson (appointed 1 January 2022)  
Mr J. Powell (appointed 1 January 2022)  
Mr N. Mardi, (Fixed Term Appointment 1 January 2022 to 31 August 2022)

**Company registered number**

07491945

**Company name**

The CAM Academy Trust

**Principal and registered office**

West Street  
Comberton  
Cambridge  
CB23 7DU

**Company secretary**

Mr M. Norman

**Chief executive officer**

Mr S. Munday CBE

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**Senior management team**

Mr S. Munday, CEO and Accounting Officer  
Dr P. Lawrence, Director of Education  
Mr M. Norman, Director of Finance and Operations (CFO)  
Dr R. Hawkes, Director of International Education and Research  
Mr S. Sumner, Director of IT Strategy  
Mr S Holmes, Trust Projects (From 1 September 2022)  
Mr C. Jukes, Primary Executive Leader

**Independent auditor**

Streets Audit LLP  
Chartered Accountants & Statutory Auditor  
3 Wellbrook Court  
Girton  
Cambridge  
CB3 0NA

**Bankers**

Virgin Money  
5 Church Street  
Peterborough  
PE1 1XB

**Solicitors**

Stone King LLP  
Boundary House  
91 Charterhouse Street  
London  
EC1M 6HR

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

---

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

The trust operates 11 primary / secondary academies in Cambridgeshire. Its academies had a combined pupil roll of 6,590 (October 2021 census).

### **Structure, Governance and Management**

#### **Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of The Cam Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as The Cam Academy Trust.

Details of the Trustees 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.

#### **Trustees' Indemnities**

The Academy Trust has purchased insurance through the RPA to cover Members and Directors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust Business. Such qualifying third party indemnity provision has a limit of £10,000,000.

#### **Method of Recruitment and Appointment or Election of Trustees**

Trustees are recruited by the Board depending upon perceived need (including an audit of Trustee skills) and known opportunities to bring highly capable and experienced people onto the Board. Trustees are appointed by the Members on the recommendation of the Board.

#### **Policies and Procedures Adopted for the Induction and Training of Trustees**

The training and induction provided for new Trustees will depend on their existing experience. Where necessary, induction will provide training on charity and educational legal and financial matters. All new Trustees are given a tour of the academies and the chance to meet with staff and students.

All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally few new Trustees a year, induction tends to be done informally and is tailored specifically to the individual.

Consideration is given to progression at recruitment as well as during the fulfillment of their role.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

### **Organisational Structure**

Certain strategic decisions are reserved for the Board to make final decisions upon. These include: the appointment of Principals to any schools in the Trust; all decisions regarding the potential addition of new schools into the Trust, including decisions to make Free School proposals; final decisions on budgets for all schools in the Trust and the over arching Trust budget (following suggestions from Local Governing Bodies); confirmation of all policies that operate at Trust level; and decisions and confirmations regarding key Trust priorities that are expected to drive development and inform priorities for each school within the Trust. Trust staff are then expected to see through these key areas and ensure high standards in each school. Local Governing Bodies carry out local governance matters within these over arching Trust parameters. The CEO is the named accounting officer for the Trust.

### **Employment of Disabled Persons**

The trust's policy is to give full and fair consideration to applications for employment made by disabled persons, having regard for their particular aptitudes and abilities.

Employees with disabilities receive appropriate training to promote their career development within the trust. Employees who become disabled are retained in their existing posts where possible or retrained for suitable alternative posts.

### **Employee Involvement**

The trust is an equal opportunities employer and its policies for the recruitment, training, career development and promotion of employees are based on the relevant merits and abilities of the individuals concerned. This is regardless of race, colour, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, gender reassignment, age or disability.

### **Engagement with Suppliers, Customers and Others in a Business Relationship with the Trust**

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

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

### **Arrangements for Setting Pay and Remuneration of Key Management Personnel**

There is no remuneration agreement for any Trustee with the exception of the Chief Executive Officer. The Board of Trustees (excluding the Chief Executive Officer) reviews the Chief Executive Officer's pay on at least an annual basis and the Chair of the Board approves any pay review.

The Board of Trustees review and approve the pay for the Senior Leadership Team on at least an annual basis and in making such determinations they take into account a range factors including; the nature of the post, the level of qualifications, skills and experience required, market conditions, the wider school context and external activity and achievement against performance targets.

### **Related Parties and other Connected Charities and Organisations**

Details of all related party transactions are set out in Note 28. In addition there are a number of 'Friends Of' associations connected to individual schools which perform fundraising activities.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**Trade Union Facility Time**

During the year the academy had no employees who were paid trade union officials.

**Objectives and Activities**

**Objects and Aims**

The over arching aim is to provide excellent education for all pupils in all of the Trust schools. This over arching aim is articulated through 6 core principals/aims:

- Educational excellence.
- A comprehensive education for all types of pupils.
- Broad education for all pupils.
- Schools rooted in and serving their community.
- Schools working strongly in partnership with others.
- A clear international dimension to education.

**Objectives, Strategies and Activities**

Priorities for development are stated as:

- Development of Primary Schools within the locally based Trust.
- Submitting of Free School proposals where these are required within the local area of the Trust.
- Seeking to work in appropriate effective partnership with other local trusts.
- Further development of Sixth Form provision in the local area.

**Public Benefit**

The Trustees have reviewed the objectives and activities of the charity as detailed above and are satisfied that they are for the public benefit as detailed in the Charity Commission guidance note on this subject.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

## **Strategic Report**

### **Achievements and Performance**

The Trust has continued to develop considerably within its clear and strategic remit of being a locally based, cross phase Trust seeking to provide excellent education for all pupils in all its schools and to serve its local communities. This is moving forward further now as we move to life beyond lockdowns and look forward to next steps in our development. All the Trust's Academies have worked extremely hard to ensure that all pupils have been supported and educated to a high standard during as all pupils have returned to school following the pandemic, many with significant learning needs to be addressed. The following specific developments have taken place during this time:

- Offord Primary School, Everton Heath Primary School and Gamlingay Village Primary school now work in very close partnership together to provide a strong and sustainable educational provision. This now includes an executive headteacher and a joint local governing body.
- A Primary high-functioning autistic provision has been established at Gamlingay Village Primary School and now has its own accommodation. It is providing crucial capacity for this provision in the primary phase in the local area.
- Significant building work is underway at Cambourne Village College to enable an expansion of capacity for the 11-16 school to accommodate local demographic need and to open a new Sixth Form to meet need. The new Sixth Form is now scheduled to open in September 2024.
- Bourn Primary Academy, a Church School, is an established Associate through an SLA. The next steps in this development are now being considered.
- Some local primary schools are engaging with the Trust to consider the possibility of becoming Academies within the Trust. One has now committed to this process in the coming time period

The Trust's Secondary Schools all have live Ofsted grades: Outstanding at Cambourne and Comberton Village Colleges and Good at Melbourn Village College and St Peter's School. This remains the case following the recent inspection at St Peter's School. There were formal outcomes for KS4 and KS5 pupils in summer 2022 for the first time since summer 2019. All four secondary schools performed impressively with all key measures for all schools being either in line with national achievement figures or, in numbers of cases, significantly above national norms.

The Trust's Primary Schools have joined the Trust more recently than its Secondary Schools and now have three live Ofsted grades: 'Good' inspection outcomes have been received by Gamlingay Village Primary, Hartford Junior School and Jeavons Wood Primary School. Formal outcomes for summer 2022 showed much positive progress made in the primary schools, notably those that joined the Trust in a weak performance position. Much support remains underway to support the impact of lockdown, notably in the area of pupils' writing.

### **Key Performance Indicators**

The overall financial position of the Trust, accounting for all the schools in the Trust, is positive with costs kept within income. This was despite the challenges presented by the pandemic including some unavoidable cost pressures and the measures needed to address the educational impact of the pandemic on many pupils. Budgets were set to maintain this situation although significant recent cost pressures, as faced by all schools nationally, have now considerably challenged this moving forward. A Trust level reserve across all schools in the Trust has been established and maintained in line with the Trust's Reserve Policy at the upper end of the range of 3% to 5% of total income. This has strengthened the financial sustainability of all schools in the Trust. It implies there is a significant reserve available for the schools, for example to be used as needed to support the running of schools when major unanticipated additional costs are faced.



---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

Ofsted grades for the 11 schools in the Trust as of 31 August 2022 were as follows:

- 2 schools graded 'outstanding'.
- 2 school with a legacy 'outstanding' grade.
- 5 schools graded 'good'.
- 2 schools with no current Ofsted designation.

All the Trust's schools established clear recovery and catch-up plans in order to support the learning of those pupils whose education was seen to have been most adversely affected by the pandemic.

### **Going Concern**

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

### **Promoting the Success of the Company**

The Trust has a strong track record of pupil achievement in its schools. Schools that were not performing as would have been wanted have shown clear and substantial improvement, sometimes as indicated by clearly improved Ofsted grades since joining the Trust. Education is based on a broad curriculum for all pupils in all schools and thus pupils develop wider knowledge and skills as well as achieving well academically. This is the core of the substance of the Trust's work with all its schools and it is this that is the proper measure of its success. This is appropriately communicated through the Trust's and the schools' websites and in other publications. Coupled with a very sound financial position and a strong central staffing infrastructure, it means that the Trust is well placed for further development. It also means that all schools within the Trust have been well supported during the pandemic and have been able to keep running effectively and supporting the education of all pupils. This has been very evident in the support that has been provided to all schools in their use of IT to support their work and their education of all pupils. The pre-existing strategy was strengthened and developed considerably in all the Trust's Academies.

High quality professional development is central to the approach of the Trust with all its staff. All staff are able to develop their practice and their career through the opportunities provided. This ensures effective and motivated staff run the Trust's schools and help to promote the Trust effectively within the educational community. This has been further strengthened in the past year by confirming the Trust's professional development policy and a new seconded post of Trust CPD co-ordinator.

### **Financial Review**

The majority of the Trust's income is obtained from the ESFA (Education and Skills Funding Agency) in the form of the General Annual Grant ("GAG"), the use of which is restricted to particular purposes. The grants received from the ESFA during the period reported on and the associated expenditure are shown as restricted funds in the statement of financial activities.

During the period ended 31 August 2022, total expenditure was £54,610,000.

As 31 August 2022, the net book value of fixed assets was £122,350,000. The assets were used for providing education and the associated support services to the students of the Trust.

The Trust held fund balances at 31 August 2022 of £127,973,000, comprising of £4,315,000 of restricted funds (Net of pension deficit and fixed assets); a pension reserve deficit of £1,199,000 and a restricted fixed asset reserve of £124,857,000 which includes unspent capital grants of £2,507,000.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

The Trust's non teaching staff are entitled to membership of the Local Government Pension Scheme. The Trust's share of the Scheme's assets is currently assessed to be less than its liabilities in the Scheme and consequently the Trust's balance sheet shows a net liability of £1,199,000. However, the deficit does not mean that an immediate liability for this amount crystallises. The contribution rate to reduce the liability is calculated by an independent actuary and is reported within the notes to the financial statements.

### **Reserves Policy**

The Trustees aim to build the general reserves of the Trust to provide sufficient working capital to cover delays between spending and receipt of grant funding and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. It also seeks to have reserves to support further developments with schools joining the Trust.

The Academy Trusts long term reserves policy is 3%-5% of total income. The level of free reserves at the year end was £3,740,000, being the GAG carry forward. This is forecasted to reduce in future years in line with the reserves policy.

Funds that can only be realised through the disposal of fixed assets amounts to £122,350,000.

### **Investment Policy**

Should the level of free cash reserves held by the Trust exceed that which is necessary to service its on going working capital needs, the Trustees, with reference to the short and longer term forecasts will consider investment of any excess funds over an appropriate period, to maximise the return on any such surplus funds, while ensuring that risk is avoided insofar as is possible.

### **Principal Risks and Uncertainties**

The Trust has overseen a full risk assessment across all of its schools and identified the high level risks across all of its schools and at Trust level with key mitigations against these that the Trust is able to take. Each school has and works on its individual school risk assessment overseen by the school's local governing body.

At overall Trust level, there are identified risks relating to pupil performance in the Trust's Primary Schools. These schools have recently entered the Trust and there are areas of needed improvement to ensure that there is a direction of securing excellent education for all pupils in all of our Primary Schools. Capacity has been developed to support this improvement and the work of both the Primary Executive Leader and the Director of Education is strongly focussed towards this.

Robust systems and checking mechanisms are in place across the Trust in order to guard against the risks that could have very great impact: child protection and safeguarding and health and safety. Given these, the likelihood of potential risks actually happening is seen as low but it is recognised that the impact would be very high should anything significant happen in these areas.

Since March 2020, the usual operation and business of all schools in the Trust was of course significantly impacted, as with wider society. Schools stayed open for the children of key workers and vulnerable children and from June opened to more pupils in line with national guidance. There were some additional costs incurred through the requirements to enable this but these were largely covered by a Government grant and the Trust did not obviously suffer a worsening financial position due to the pandemic. Great efforts were made to develop and strengthen remote learning for all pupils in all schools in order to continue to support education effectively. Whilst many pupils engaged very effectively, it is recognised that some groups of pupils found this more challenging. Support was provided, but some pupils will not have made the same educational progress as many during this time.

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**Streamlined Energy and Carbon Reporting**

The Academy Trust has 11 academies, all with their own boilers. 9 of these are gas fuelled and the remaining 2 academies do not have access to mains gas supplies – fuel oil is therefore purchased. Electricity is purchased at all 11 academies. The trust owns 8 diesel-powered mini-buses and 2 people carriers. Approximately 103 members of staff claimed business mileage during this period.

During this reporting period, 1st September 2021 – 31st August 2022, schools have returned to pre- Covid levels of occupancy and operation. The maintenance of good ventilation at all times remains an essential part of government guidance but there has been a cross-Trust focus on all “ energy saving initiatives” including a reduction in heating hours, turning lights off etc.

The reintroduction of educational visits across all schools and the relaxation of stay/work from home guidelines has resulted in an increase of both mini bus use and staff travel compared to the previous year.

<b>UK Greenhouse gas emissions and energy use data for the period 1 September 2021 to 31 August 2022</b>	<b>2021/22</b>	<b>2020/21</b>
Energy consumption used to calculate emissions (kWh)	8,001,724	8,495,171
Energy consumption break down (kWh) (optional):		
• gas	5,367,635 (2021 – 5,999,518)	
• electricity	2,519,830 (2021 – 2,444,167)	
• transport fuel	114,259 (2021 – 51,486)	
<b>Scope 1 emissions in metric tonnes CO<sub>2</sub>e</b>		
Gas consumption	986.95	1,103.1
Owned transport – mini-buses	7.30	2.40
Total Scope 1	994.25	1,105.6
<b>Scope 2 emissions in metric tonnes CO<sub>2</sub>e</b>		
Purchased electricity	587.47	569.83
<b>Scope 3 emissions in metric tonnes CO<sub>2</sub>e</b>		
Business travel in employee owned vehicles	21.50	10.97
Total gross emissions in metric tonnes CO <sub>2</sub> e	1,603.22	1,686.34
Intensity ratio Tonnes CO <sub>2</sub> e per pupil	0.243	0.260

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**Quantification and Reporting Methodology**

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting.

**Intensity Measurement**

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

Emissions data (tCO<sub>2</sub>e) compared with an appropriate business activity (pupil numbers as per Autumn census)  
tCO<sub>2</sub>e/6,590 pupils = tCO<sub>2</sub>e per pupil

**Measures Taken to Improve Efficiency**

The Trust have continued with the Re-fit initiative alongside Cambridgeshire County Council and Bouygues. The final stage of this programme is currently underway at Comberton Village College with the installation of a ground source heat pump.

The project will replace oil boilers at the college with 720 kW of Ground Source Heat Pump capacity, drawing heat from an array of 60 x 200m deep boreholes in the college car parks and distributing heat to 11 plant rooms.

The site will be taken completely off oil and save 248 tonnes of CO<sub>2</sub> in its first year, increasing (as the electricity grid decarbonises) to 344 tonnes in year 20, reducing CO<sub>2</sub> emissions from the college's heating by 95%.

Further external lights at Comberton Village College have also been upgraded to LED.

**Plans for Future Periods**

The three key stated priorities for development are:

- To develop more Primary Schools within the Trust in the local area.
- To submit further Free School proposals where new schools are required within the Trust's local area or develop existing sites.
- To develop appropriate joint working with other local Trusts for the benefit of local education provision

The appointment of a new Primary Executive Leader, who started working for the Trust in 2017, was important in enabling the Primary School development that has taken place and can develop further. Primary development is seen as crucial to develop the strongest possible educational model that can have the greatest impact in achieving the core aims of the Trust.

Experience has shown also that opening a new school can enable the Trust to ensure that its core educational aims are enshrined in a school from the outset and have a very positive impact (the Free School within the Trust has already been graded as 'outstanding'). We are looking at further possible new schools in known future population developments in the Trust's local area.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

Further areas of the Trust's development now being looked at seriously are:

- The extending of the provision at some of the Trust's schools. This includes both adding pre-school provision to current Primary Schools and a Sixth Form to current 11-16 secondary schools.
- The possibility of developing a new cluster within the Trust that is not necessarily within the Trust's traditional very local area. This possibility is encouraged by the effective ways of working remotely that have been confirmed and developed considerably during the pandemic. This is being looked at seriously moving forward with some schools in a different location that have worked in partnership with the Trust previously.
- Looking seriously at how the Trust might work in more significant partnership with any similar relatively local Trust in order to provide mutual benefit, both financial and educational.

**Funds Held as Custodian Trustee on Behalf of Others**

There are no funds held as Custodian Trustees on behalf of others for the year ending 31 August 2022.

**Auditor**

Insofar as the trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 15 December 2022 and signed on its behalf by:



**Mrs S Williamson**  
Chair of Trustees

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**GOVERNANCE STATEMENT**

---

**Scope of responsibility**

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

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

The board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer, 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 Cam Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of trustees' responsibilities. The Board of Trustees has formally met 5 times during the year.

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

Trustee	Meetings attended	Out of a possible
Mrs S. Williamson, Chair	5	5
Mr S. Munday CBE	5	5
Mr M. Goodridge	1	1
Mr J. Hartley	2	5
Mr S. Krintas	5	5
Mr G. Pearson	5	5
Mr A. Read	5	5
Dr K. Stutchbury	4	5
Dr N. Walshe	3	5
Mr R. Warsap	5	5
Mr S. Kindersley	5	5
Dr R. Monson	3	3
Mr J. Powell	3	3
Mr N. Mardi, (Fixed Term Appointment 1 January 2022 to 31 August 2022)	3	3

During the year the Academy Trust reviewed the skills base of the board and members and where able to make additional appointments. In addition the structure was amended to incorporate members independent of the Board of Trustees.

During the year, the Board of Trustees met 4 times. The Trustees are satisfied that they have maintained effective oversight of funds on the basis of the regularity of receipt of financial reports and the additional meetings of sub-committees throughout the year. In Addition to the Resources and Finance Committee and Audit and Risk Committee, the Trust also has two further committees that meet on a regular basis, these are (i) Curriculum and Standard committee, (ii) Community and partnership. These both meet 5 times a year.

The trust maintains a Register of Business Interests which is held by the finance team and maintained on the trust's website. This is referred to as appropriate. In addition at the start of each committee and board meeting, declarations of interest are raised and recorded, to avoid any potential conflict of interest.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**GOVERNANCE STATEMENT (CONTINUED)**

---

**Governance (continued)**

The Resources & Finance committee is a sub committee of the main Board of Trustees. Its purpose is to:

- Oversee the budgetary situation in each of the Trust's school, ensuring that budgets are on track with the budgets that have been set
- Oversee the total financial position of the Trust and make strategic suggestions for the Board about key future financial decisions and suggested required strategic actions
- Oversee the setting and monitoring of the central staff budget
- Oversee the principle of good value through the Trust's budget
- Confirm key HR recommendations for Trust Board approval.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr S. Munday CBE	7	7
Mr M. Goodridge	2	2
Mr J. Hartley	2	2
Mr S. Krintas	7	7
Mr N. Mardi	5	5
Mr G. Pearson	3	3

The Audit and Risk Committee is also a sub committee of the main board of trustees. Its purpose is to

- Oversee the risk and control framework of the Trust
- Oversee the internal & external audit process.

Attendance during the year at meetings was as follows:

Trustee / Members	Meetings attended	Out of a possible
Mr S. Munday CBE	5	5
Mr G. Pearson	4	4
Mrs J. Womack	5	5
Dr R. Monson	1	1

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**GOVERNANCE STATEMENT (CONTINUED)**

---

**Review of value for money**

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

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

- Insisting that all appropriate financial protocols regarding best value on all contracts are properly followed by relevant staff.
- Clarifying with the Heads of each school that resources are committed where they have the greatest impact upon educational standards for pupils in the school.
- Encouraging new ways of working across the Trust and involving all schools that can secure economies for all schools and thus maximise the resource available for committing to high quality education.
- Using the resources of the Trust to employ high quality staff with appropriate expertise who can ensure excellent use of resources by schools and support the achievement of very high standards for all pupils in all schools.

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Cam Academy Trust for the year 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 Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the year 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 board of Trustees.

**The risk and control framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of Trustees
- regular reviews by the Finance and General Purposes Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes



---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**GOVERNANCE STATEMENT (CONTINUED)**

---

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

- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has decided to employ CEFM as internal auditor.

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

Testing of the purchasing system;  
Testing of the income systems; and  
Testing of the payroll systems.

On a triannual basis, the internal auditor reports to the board of Trustees through the audit and risk committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

The Trust confirms that the internal audit function has been delivered in line with the ESFA's requirements and that no material control issues have arisen as a result of the reports.

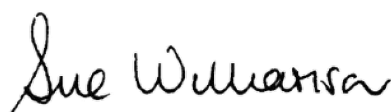
**Review of effectiveness**

As accounting officer, the Chief Executive Officer 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 executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework;
- the work of the external auditor.

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

Approved by order of the members of the Board of Trustees on 15 December 2022 and signed on their behalf by:



**Mrs S Williamson**  
Chair of Trustees



**Mr S Munday CBE**  
Accounting Officer

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

---

As accounting officer of The Cam Academy Trust I have considered my responsibility to notify the Academy Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2021.

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



**Mr S Munday**  
Accounting Officer  
Date: 15 December 2022

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

---

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

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

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

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

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

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

Approved by order of the members of the Board of Trustees on 15 December 2022 and signed on its behalf by:



**Mrs S Williamson**  
Chair of Trustees

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
CAM ACADEMY TRUST**

---

**Opinion**

We have audited the financial statements of The Cam Academy Trust (the 'academy trust') for the year 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 Academy Trust's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 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 Academy Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

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

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

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
CAM ACADEMY TRUST (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 Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

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

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

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

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
CAM ACADEMY TRUST (CONTINUED)**

---

**Responsibilities of trustees**

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

In preparing the financial statements, the Trustees are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy Trust or to cease operations, or have no realistic alternative but to do so.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
CAM ACADEMY TRUST (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 approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the academy trust through discussions with management, and from our knowledge and experience of the sector in which it operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the academy trust, including relevant DfE and ESFA guidance, the Companies Act 2006, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the academy trust's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
CAM ACADEMY TRUST (CONTINUED)**

---

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

**Use of our report**

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



**Robert Anderson (Senior statutory auditor)**

for and on behalf of

**Streets Audit LLP**

Chartered Accountants & Statutory Auditor

3 Wellbrook Court

Girton

Cambridge

CB3 0NA

16 December 2022



---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

In accordance with the terms of our engagement letter dated 16 May 2022 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 The Cam Academy Trust 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 The Cam Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Cam Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than The Cam Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of The Cam Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Cam Academy Trust's funding agreement with the Secretary of State for Education dated 31 January 2011 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 Academy Trust's income and expenditure.

Our audit work involved:

- a review of the Academy systems and controls and confirmation of their operation and effectiveness during the year;
- a detailed review of purchase transactions confirming the purpose, value for money and that appropriate tendering / quotation procedures had been followed in line with the Academy finance policy; and
- a review of the Internal Audit reports.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**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.



Robert Anderson  
**Streets Audit LLP**

Date: 16 December 2022

**THE CAM ACADEMY TRUST**  
(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					
<b>Income from:</b>					
Donations and capital grants:					
Other donations and capital grants	34	-	3,029	3,063	1,506
Other trading activities	1,050	-	-	1,050	1,073
Investments	77	-	-	77	16
Charitable activities	877	43,350	-	44,227	42,326
Teaching school	-	1,289	-	1,289	2,796
<b>Total income</b>	<b>2,038</b>	<b>44,639</b>	<b>3,029</b>	<b>49,706</b>	<b>47,717</b>
<b>Expenditure on:</b>					
Teaching school	-	1,100	-	1,100	2,556
Charitable activities	2,038	48,175	3,297	53,510	47,525
<b>Total expenditure</b>	<b>2,038</b>	<b>49,275</b>	<b>3,297</b>	<b>54,610</b>	<b>50,081</b>
<b>Net movement in funds before other recognised gains/(losses)</b>	<b>-</b>	<b>(4,636)</b>	<b>(268)</b>	<b>(4,904)</b>	<b>(2,364)</b>
<b>Other recognised gains/(losses):</b>					
Actuarial gains/(losses) on defined benefit pension schemes	-	24,455	-	24,455	(3,813)
<b>Net movement in funds</b>	<b>-</b>	<b>19,819</b>	<b>(268)</b>	<b>19,551</b>	<b>(6,177)</b>

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

Note	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000	<i>Total funds 2021 £000</i>
<b>Reconciliation of funds:</b>					
Total funds brought forward	-	(16,703)	125,125	108,422	114,599
Net movement in funds	-	19,819	(268)	19,551	(6,177)
<b>Total funds carried forward</b>	<b>-</b>	<b>3,116</b>	<b>124,857</b>	<b>127,973</b>	<b>108,422</b>

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

The notes on pages 30 to 61 form part of these financial statements.

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07491945**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2022**

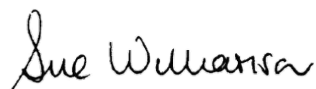
	Note	2022 £000	2021 £000
<b>Fixed assets</b>			
Tangible assets	14	122,350	122,418
		<u>122,350</u>	<u>122,418</u>
<b>Current assets</b>			
Debtors	15	2,049	1,002
Cash at bank and in hand		9,812	10,066
		<u>11,861</u>	<u>11,068</u>
Creditors: amounts falling due within one year	16	(5,039)	(3,902)
<b>Net current assets</b>		<u>6,822</u>	<u>7,166</u>
<b>Total assets less current liabilities</b>		<u>129,172</u>	<u>129,584</u>
<b>Net assets excluding pension liability</b>		<u>129,172</u>	<u>129,584</u>
Defined benefit pension scheme liability	25	(1,199)	(21,162)
<b>Total net assets</b>		<u><u>127,973</u></u>	<u><u>108,422</u></u>

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07491945**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2022**

	Note	2022 £000	2021 £000
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	18	124,857	125,125
Restricted income funds	18	4,315	4,459
Restricted funds excluding pension asset	18	<u>129,172</u>	<u>129,584</u>
Pension reserve	18	(1,199)	(21,162)
<b>Total restricted funds</b>	18	<u>127,973</u>	<u>108,422</u>
<b>Unrestricted income funds</b>	18	<u>-</u>	<u>-</u>
<b>Total funds</b>		<u><u>127,973</u></u>	<u><u>108,422</u></u>

The financial statements on pages 25 to 61 were approved by the Trustees, and authorised for issue on 15 December 2022 and are signed on their behalf, by:



**Mrs S Williamson**  
Chair of Trustees

The notes on pages 30 to 61 form part of these financial statements.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2022**

---

	<b>Note</b>	<b>2022</b> <b>£000</b>	<i>2021</i> <i>£000</i>
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	20	<b>(1,308)</b>	<i>(556)</i>
<b>Cash flows from investing activities</b>	21	<b>1,054</b>	<i>1,455</i>
<b>Change in cash and cash equivalents in the year</b>		<b>(254)</b>	<i>899</i>
Cash and cash equivalents at the beginning of the year		<b>10,066</b>	<i>9,167</i>
<b>Cash and cash equivalents at the end of the year</b>	22, 23	<b>9,812</b>	<i>10,066</i>

The notes on pages 30 to 61 form part of these financial statements

---

**THE CAM ACADEMY TRUST**  
**(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), judgments and key sources of estimation uncertainty, is set out below.

**1.1 Basis of preparation of financial statements**

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Cam Academy Trust meets the definition of a public benefit entity under FRS 102.

**1.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.



---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**1. Accounting policies (continued)**

**1.3 Income**

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

• **Grants**

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

General Annual Grant is recognised in full in the Statement of financial activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the Balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

• **Donations**

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

• **Other income**

Other income, including the hire of facilities, is recognised in the year it is receivable and to the extent the Academy Trust 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.

• **Expenditure on raising funds**

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**1. Accounting policies (continued)**

**1.5 Interest receivable**

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

**1.6 Taxation**

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

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

**1.7 Tangible fixed assets**

Assets costing £2,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of financial activities and carried forward in the Balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Depreciation is provided on the following bases:

Freehold property	- straight line over 50 years
Long-term leasehold property	- straight line over 50 years
Furniture and equipment	- straight line over 3 and 10 years
Computer equipment	- straight line over 3 and 10 years
Motor vehicles	- straight line over 4 years

Long-term leasehold properties are not depreciated on the grounds of immateriality. Properties are subject to regular maintenance and repair such that in the Trustees opinion the residual value is not materially different from the value in the financial statements and have a long useful economic life. The Trustees consider the need for impairment at each period end.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**1. Accounting policies (continued)**

**1.8 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.

**1.9 Cash at bank and in hand**

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

**1.10 Liabilities**

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

**1.11 Financial instruments**

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

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

**1.12 Operating leases**

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

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**1. Accounting policies (continued)**

**1.13 Pensions**

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

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

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

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

**1.14 Fund accounting**

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

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

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

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

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

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

	<b>Unrestricted funds 2022 £000</b>	<b>Restricted fixed asset funds 2022 £000</b>	<b>Total funds 2022 £000</b>
Donations	34	-	<b>34</b>
Capital Grants	-	3,029	<b>3,029</b>
	<u>34</u>	<u>3,029</u>	<u><b>3,063</b></u>

Capital Grants includes £1,888,000 of Salix grant income for a heating project completed during the year.

	<i>Unrestricted funds 2021 £000</i>	<i>Restricted fixed asset funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Donations	66	-	66
Capital Grants	-	1,440	1,440
	<u>66</u>	<u>1,440</u>	<u>1,506</u>

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**3. Funding for the Academy Trust's educational operations**

	<b>Unrestricted funds 2022 £000</b>	<b>Restricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	34,693	<b>34,693</b>
Other DfE/ESFA grants			
Pupil Premium	-	1,812	<b>1,812</b>
Other DfE/ESFA Grants	-	540	<b>540</b>
Teachers Pension Grants	-	126	<b>126</b>
Teachers Pay Grants	-	45	<b>45</b>
	-	-	<b>37,216</b>
<b>Other Government grants</b>			
Local Authority Grants	-	4,130	<b>4,130</b>
	-	4,130	<b>4,130</b>
<b>Other income from the Academy Trust's direct costs</b>	<b>877</b>	<b>1,841</b>	<b>2,718</b>
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Other DfE/ESFA COVID-19 funding	-	163	<b>163</b>
	-	163	<b>163</b>
	<b>877</b>	<b>43,350</b>	<b>44,227</b>
	<b>877</b>	<b>43,350</b>	<b>44,227</b>

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**3. Funding for the Academy Trust's educational operations (continued)**

	<i>Unrestricted funds 2021 £000</i>	<i>Restricted funds 2021 £000</i>	<i>Total funds 2021 £000</i>
<b>DfE/ESFA grants</b>			
General Annual Grant (GAG)	-	31,667	31,667
Other DfE/ESFA grants			
Pupil Premium	-	1,180	1,180
Other DfE/ESFA Grants	-	465	465
Teachers Pension Grants	-	1,184	1,184
Teachers Pay Grants	-	411	411
	-	34,907	34,907
<b>Other Government grants</b>			
Local Authority Grants	-	3,734	3,734
Coronavirus Job Retention Scheme Grant	-	97	97
	-	3,831	3,831
<b>Other income from the Academy Trust's direct costs</b>	570	2,289	2,859
<b>COVID-19 additional funding (DfE/ESFA)</b>			
Catch-up Premium	-	478	478
Other DfE/ESFA COVID-19 funding	-	251	251
	-	729	729
	570	41,756	42,326
	570	41,756	42,326

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**4. Income from other trading activities**

	<b>Unrestricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>	<i>Total funds 2021 £000</i>
Hire of facilities	223	<b>223</b>	98
Other income	827	<b>827</b>	975
	<u>1,050</u>	<u><b>1,050</b></u>	<u>1,073</u>

**5. Investment income**

	<b>Unrestricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>	<i>Total funds 2021 £000</i>
Bank interest	77	<b>77</b>	16
	<u>77</u>	<u><b>77</b></u>	<u>16</u>

**6. Other incoming resources**

	<b>Restricted funds 2022 £000</b>	<b>Total funds 2022 £000</b>	<i>Total funds 2021 £000</i>
Teaching school	1,289	<b>1,289</b>	2,796
	<u>1,289</u>	<u><b>1,289</b></u>	<u>2,796</u>



**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**7. Expenditure**

	<b>Staff Costs</b>	<b>Premises</b>	<b>Other</b>	<b>Total</b>
	<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Expenditure on fundraising trading activities:				
Teaching school	-	-	1,100	<b>1,100</b>
Direct costs	31,925	-	3,545	<b>35,470</b>
Allocated support costs	8,818	2,586	6,636	<b>18,040</b>
	<u>40,743</u>	<u>2,586</u>	<u>11,281</u>	<u><b>54,610</b></u>
	<i>Staff Costs</i>	<i>Premises</i>	<i>Other</i>	<i>Total</i>
	<i>2021</i>	<i>2021</i>	<i>2021</i>	<i>2021</i>
	<i>£000</i>	<i>£000</i>	<i>£000</i>	<i>£000</i>
Expenditure on fundraising trading activities:				
Teaching school	-	-	2,556	<i>2,556</i>
Direct costs	<i>29,377</i>	-	<i>4,170</i>	<i>33,547</i>
Allocated support costs	<i>7,455</i>	<i>2,805</i>	<i>3,718</i>	<i>13,978</i>
	<u><i>36,832</i></u>	<u><i>2,805</i></u>	<u><i>10,444</i></u>	<u><i>50,081</i></u>

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**8. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2022 £000</b>	<b>Support costs 2022 £000</b>	<b>Total funds 2022 £000</b>
Educational operations	35,470	18,040	<b>53,510</b>

	<i>Activities undertaken directly 2021 £000</i>	<i>Support costs 2021 £000</i>	<i>Total funds 2021 £000</i>
Educational operations	33,547	13,978	47,525

**Analysis of support costs**

	<b>Total funds 2022 £000</b>	<i>Total funds 2021 £000</i>
Staff costs	8,818	7,455
Depreciation	232	236
Recruitment and support	369	285
Maintenance of premises and equipment	3,953	2,283
Cleaning	497	506
Rent and rates	204	208
Energy costs	961	662
Insurance	154	141
Security and transport	24	16
Catering	735	544
Professional fees and governance costs	50	84
Other support costs	2,043	1,558
	<b>18,040</b>	<i>13,978</i>

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**9. Net expenditure**

Net expenditure for the year includes:

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Operating lease rentals	<b>167</b>	<i>171</i>
Depreciation of tangible fixed assets	<b>232</b>	<i>236</i>
Fees paid to auditor for:		
- audit	<b>28</b>	<i>28</i>
- other services	<b>12</b>	<i>12</i>
	<b>=====</b>	<i>=====</i>

**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Wages and salaries	<b>27,887</b>	<i>26,106</i>
Social security costs	<b>2,604</b>	<i>2,407</i>
Pension costs	<b>9,972</b>	<i>8,135</i>
	<b>=====</b>	<i>=====</i>
	<b>40,463</b>	<i>36,648</i>
Agency staff costs	<b>280</b>	<i>184</i>
	<b>=====</b>	<i>=====</i>
	<b>40,743</b>	<i>36,832</i>

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**10. Staff (continued)**

**b. Staff numbers**

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

	<b>2022</b>	<i>2021</i>
	<b>No.</b>	<i>No.</i>
Management	<b>55</b>	<i>52</i>
Teachers	<b>426</b>	<i>413</i>
Administration and support	<b>565</b>	<i>570</i>
	<b>1,046</b>	<i>1,035</i>

**c. Higher paid staff**

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

	<b>2022</b>	<i>2021</i>
	<b>No.</b>	<i>No.</i>
In the band £60,001 - £70,000	<b>14</b>	<i>17</i>
In the band £70,001 - £80,000	<b>7</b>	<i>5</i>
In the band £80,001 - £90,000	<b>3</b>	<i>2</i>
In the band £90,001 - £100,000	<b>3</b>	<i>2</i>
In the band £100,001 - £110,000	<b>1</b>	<i>1</i>
In the band £110,001 - £120,000	<b>2</b>	<i>2</i>

**d. Key management personnel**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £637,000 (2021 - £676,000).

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**11. Central services**

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

- CEO
- Director of Education
- Director of International Development
- Teaching and Learning Support including Primary Executive Lead
- Human Resources Services
- Central Finance
- IT Services
- Legal and Professional including external and internal audit
- Publicity
- Facilities Management
- Central Procurement

The Academy Trust charges for these services on the following basis:

4% of General Annual Grant.

The actual amounts charged during the year were as follows:

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Cambourne Village College	<b>262</b>	<i>243</i>
Comberton Village College	<b>608</b>	<i>588</i>
Melbourn Village College	<b>140</b>	<i>136</i>
St Peter's School, Huntingdon	<b>273</b>	<i>250</i>
Everton Heath Primary School	<b>14</b>	<i>14</i>
Gamlingay Village Primary School	<b>56</b>	<i>50</i>
Hartford Infant School	<b>32</b>	<i>32</i>
Hartford Junior School	<b>42</b>	<i>41</i>
Jeavons Wood Primary School	<b>72</b>	<i>66</i>
Thongsley Fields Primary School	<b>48</b>	<i>49</i>
Offord Primary School	<b>19</b>	<i>17</i>
<b>Total</b>	<b>1,566</b>	<i>1,486</i>

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**12. Trustees' remuneration and expenses**

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

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Mr S. Munday CBE, CEO and Accounting Officer	<b>115 - 120</b>	<i>115 - 120</i>
Remuneration		

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

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

In accordance with normal commercial practice, the Academy Trust has purchased insurance through the RPA to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim.

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**14. Tangible fixed assets**

	Freehold property £000	Long-term leasehold property £000	Furniture and equipment £000	Motor vehicles £000	Total £000
<b>Cost or valuation</b>					
At 1 September 2021	75,698	55,453	4,534	4	135,689
Additions	-	-	164	-	164
At 31 August 2022	75,698	55,453	4,698	4	135,853
<b>Depreciation</b>					
At 1 September 2021	6,646	2,650	3,971	4	13,271
Charge for the year	-	-	232	-	232
At 31 August 2022	6,646	2,650	4,203	4	13,503
<b>Net book value</b>					
At 31 August 2022	69,052	52,803	495	-	122,350
At 31 August 2021	69,052	52,803	563	-	122,418

Long-term leasehold property relates to 125 year leases from the relevant local authority.

Property values are based on ESFA valuations where available. Where not available other suitable methods are adopted by the Trustees.

**15. Debtors**

	2022 £000	2021 £000
<b>Due within one year</b>		
Trade debtors	174	181
Other debtors	331	148
Prepayments and accrued income	1,544	673
	2,049	1,002

Other debtors includes VAT recoverable of £322,000 (2021 - £142,000).

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

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

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Trade creditors	1,107	684
Other taxation and social security	637	600
Accruals and deferred income	3,295	2,618
	<u>5,039</u>	<u>3,902</u>

**17. Accruals and deferred income**

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
<b>Deferred Income</b>		
Deferred income at 1 September	400	387
Resources deferred during the year	1,454	400
Amounts released from previous periods	(400)	(387)
<b>Deferred income at 31 August</b>	<u>1,454</u>	<u>400</u>

Deferred income includes UIFSM income received in the year that relates to the 2022/23 period, school trips occurring in 2022/23 and provision of other services including transportation in 2022/23.



**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**18. Statement of funds**

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
<b>Unrestricted funds</b>						
General Funds	-	2,038	(2,038)	-	-	-
<b>Restricted general funds</b>						
General Annual Grant (GAG)	3,652	34,693	(34,605)	-	-	3,740
Other DfE/ESFA Grants	-	2,352	(2,352)	-	-	-
Other Government Grants	-	4,130	(4,130)	-	-	-
Teaching School	-	1,289	(1,289)	-	-	-
School Funds	807	2,175	(2,407)	-	-	575
Pension reserve	(21,162)	-	(4,492)	-	24,455	(1,199)
	<u>(16,703)</u>	<u>44,639</u>	<u>(49,275)</u>	<u>-</u>	<u>24,455</u>	<u>3,116</u>
<b>Restricted fixed asset funds</b>						
Restricted Fixed Asset Funds	122,418	-	(232)	164	-	122,350
Unspent Capital Grants	2,707	1,141	(1,177)	(164)	-	2,507
Other Capital Grants	-	1,888	(1,888)	-	-	-
	<u>125,125</u>	<u>3,029</u>	<u>(3,297)</u>	<u>-</u>	<u>-</u>	<u>124,857</u>
<b>Total Restricted funds</b>	<u>108,422</u>	<u>47,668</u>	<u>(52,572)</u>	<u>-</u>	<u>24,455</u>	<u>127,973</u>
<b>Total funds</b>	<u><u>108,422</u></u>	<u><u>49,706</u></u>	<u><u>(54,610)</u></u>	<u><u>-</u></u>	<u><u>24,455</u></u>	<u><u>127,973</u></u>

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

**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:

**Unrestricted Funds**

General Funds represent those resources which may be used towards meeting any of the objects of the Trust at the discretion of the Trustees. These are not currently designated for particular purposes.

**Restricted Funds**

General Annual Grant (GAG) must be used for the normal running costs of the Trust.

Other DFE/ESFA Grants comprise of various grants awarded for specific projects, in particular to boost standards of attainment. Grants include Pupil Premium funding which is intended to support education from pupils from a disadvantaged background.

Other Government Grants includes funding provided for pupils with Statements of Special Educational Needs and is used by the trust to assist with student's education.

Other income comprises various other receipts including school meals. The income is classed as restricted or unrestricted based upon the nature of the income.

Teaching school relates to the income and associated expenditure of the Trust associated with its status as a teaching school.

The pension reserve represents the current deficit balance of the Local Government Pension Scheme.

**Restricted Fixed Asset Funds**

Restricted fixed asset funds represent monies received in respect of and spent on fixed assets. This includes assets inherited on conversion. The total of resources expended within this fund include the depreciation charge for the year. The transfers figure is the amount of other funds used to acquire fixed assets.

Other Capital Grants relates to Salix funding received in relation to a low carbon heating project.

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

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

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

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

	<i>Balance at 1 September 2020 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2021 £000</i>
<b>Unrestricted funds</b>						
General Funds	-	1,725	(1,725)	-	-	-
<b>Restricted general funds</b>						
General Annual Grant (GAG)	3,226	33,991	(34,736)	1,171	-	3,652
Other DfE/ESFA Grants	-	1,645	(1,645)	-	-	-
Other Government Grants	-	3,831	(3,831)	-	-	-
Teaching School	100	2,796	(2,896)	-	-	-
School Funds	738	2,289	(2,220)	-	-	807
Pension reserve	(14,557)	-	(2,792)	-	(3,813)	(21,162)
	<u>(10,493)</u>	<u>44,552</u>	<u>(48,120)</u>	<u>1,171</u>	<u>(3,813)</u>	<u>(16,703)</u>
<b>Restricted fixed asset funds</b>						
Restricted Fixed Asset Funds	122,654	-	(236)	-	-	122,418
Unspent Capital Grants	2,438	1,440	-	(1,171)	-	2,707
	<u>125,092</u>	<u>1,440</u>	<u>(236)</u>	<u>(1,171)</u>	<u>-</u>	<u>125,125</u>
<b>Total Restricted funds</b>	<u>114,599</u>	<u>45,992</u>	<u>(48,356)</u>	<u>-</u>	<u>(3,813)</u>	<u>108,422</u>
<b>Total funds</b>	<u><u>114,599</u></u>	<u><u>47,717</u></u>	<u><u>(50,081)</u></u>	<u><u>-</u></u>	<u><u>(3,813)</u></u>	<u><u>108,422</u></u>

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

**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:

	<b>Academy C/fwd £000</b>	<b>Restricted School Funds £000</b>	<b>2022 £000</b>	<b>2021 £000</b>
Cambourne Village College	167	108	275	449
Comberton Village College	84	213	297	540
Melbourn Village College	353	21	374	449
St Peter's School, Huntingdon	253	166	419	519
Everton Heath Primary School	(72)	-	(72)	(34)
Gamlingay Village Primary School	15	7	22	38
Hartford Infant School	202	5	207	194
Hartford Junior School	146	20	166	93
Jeavons Wood Primary School	91	-	91	64
Offord Primary School	(81)	2	(79)	(45)
Thongsley Fields Primary School	405	22	427	454
Teaching School	-	-	-	-
The CAM Trust	2,177	11	2,188	1,738
Total before fixed asset funds and pension reserve	<b>3,740</b>	<b>575</b>	<b>4,315</b>	4,459
Restricted fixed asset fund			<b>124,857</b>	125,125
Pension reserve			<b>(1,199)</b>	(21,162)
<b>Total</b>			<b><u>127,973</u></b>	<b><u>108,422</u></b>

The following academies are carrying a net deficit on their portion of the funds as follows:

	<b>Deficit £000</b>
Everton Heath Primary School	(72)
Offord Primary School	<u>(79)</u>

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

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

Everton Heath Primary School

In year the deficit on Everton Heath Primary School was -£5k adding to its brought forward deficit of -£29k. School numbers are growing and this summer has seen a development completed to add additional classrooms to the setting in order to increase pupil numbers further and improve the teaching and learning facilities. Unfortunately, there was no funding from the local authority to do the project and this had to be funded by the Trust.

Offord Primary School

A reduction in pupil numbers from a lagged funding perspective and an Ofsted grading prior to joining the Trust of RI. In addition, Covid costs in the year have hit hard due to absenteeism of key staff or self-isolating increasing the personnel costs above budget.

The Academy Trust is taking the following action to return the academies to surplus:

Going forward these two schools are being developed into a cluster arrangement with Gamlingay Village Primary to look at Economies of Scale by sharing resources. This will be developed during the year for full deployment from September 2022. The plan and expectation is that through this cluster partnership development there will be a sustainable structural solution to the deficit budgets of these two small schools. A Partnership Head will oversee these developments.

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

**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:

	<b>Teaching and educational support staff costs £000</b>	<b>Other support staff costs £000</b>	<b>Educational supplies £000</b>	<b>Other costs excluding depreciation £000</b>	<b>Total 2022 £000</b>
Cambourne Village College	5,213	1,311	110	1,420	<b>8,054</b>
Comberton Village College	7,683	4,065	597	3,254	<b>15,599</b>
Melbourn Village college	2,646	613	85	1,411	<b>4,755</b>
St Peter's School, Huntingdon	5,400	903	186	1,864	<b>8,353</b>
Everton Heath Primary School	384	113	17	95	<b>609</b>
Gamlingay Village Primary School	1,366	172	29	165	<b>1,732</b>
Hartford Infant School	827	200	19	215	<b>1,261</b>
Hartford Junior School	944	155	27	305	<b>1,431</b>
Jeavons Wood Primary School	1,606	264	47	483	<b>2,400</b>
Thongsley Fields Primary School	1,052	375	25	389	<b>1,841</b>
Teaching School	74	173	458	1,116	<b>1,821</b>
Central services	4,293	444	-	1,152	<b>5,889</b>
Offord Primary School	437	32	23	141	<b>633</b>
<b>Academy Trust</b>	<b>31,925</b>	<b>8,820</b>	<b>1,623</b>	<b>12,010</b>	<b>54,378</b>

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

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

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

	<i>Teaching and educational support staff costs £000</i>	<i>Other support staff costs £000</i>	<i>Educational supplies £000</i>	<i>Other costs excluding depreciation £000</i>	<i>Total 2021 £000</i>
Cambourne Village College	4,778	1,186	79	1,213	7,256
Comberton Village College	7,613	3,378	290	2,489	13,770
Melbourn Village College	2,617	548	82	837	4,084
St Peter's School, Huntingdon	5,120	794	152	1,402	7,468
Everton Heath Primary School	384	100	26	85	595
Gamlingay Village Primary School	1,180	156	28	266	1,630
Hartford Infant School	822	124	27	254	1,227
Hartford Junior School	940	139	52	235	1,366
Jeavons Wood Primary School	1,628	256	35	438	2,357
Offord Primary School	1,210	206	26	397	1,839
Thongsley Fields Primary School	62	85	1,369	1,172	2,688
Teaching School	2,591	454	-	1,926	4,971
Central services	432	29	30	103	594
<b>Academy Trust</b>	<u>29,377</u>	<u>7,455</u>	<u>2,196</u>	<u>10,817</u>	<u>49,845</u>

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

**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**

	<b>Restricted funds 2022 £000</b>	<b>Restricted fixed asset funds 2022 £000</b>	<b>Total funds 2022 £000</b>
Tangible fixed assets	-	122,350	<b>122,350</b>
Current assets	9,354	2,507	<b>11,861</b>
Creditors due within one year	(5,039)	-	<b>(5,039)</b>
Provisions for liabilities and charges	(1,199)	-	<b>(1,199)</b>
<b>Total</b>	<b>3,116</b>	<b>124,857</b>	<b>127,973</b>

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

	<i>Restricted funds 2021 £000</i>	<i>Restricted fixed asset funds 2021 £000</i>	<i>Total funds 2021 £000</i>
Tangible fixed assets	-	122,418	122,418
Current assets	8,361	2,707	11,068
Creditors due within one year	(3,902)	-	(3,902)
Provisions for liabilities and charges	(21,162)	-	(21,162)
<b>Total</b>	<b>(16,703)</b>	<b>125,125</b>	<b>108,422</b>



**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

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

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Net expenditure for the year (as per Statement of financial activities)	<b>(4,904)</b>	<i>(2,364)</i>
<b>Adjustments for:</b>		
Depreciation	<b>232</b>	<i>236</i>
Capital grants from DfE and other capital income	<b>(1,141)</b>	<i>(1,440)</i>
Interest receivable	<b>(77)</b>	<i>(15)</i>
Defined benefit pension scheme cost less contributions payable	<b>4,109</b>	<i>2,524</i>
Defined benefit pension scheme finance cost	<b>383</b>	<i>268</i>
Increase in debtors	<b>(1,047)</b>	<i>(16)</i>
Increase in creditors	<b>1,137</b>	<i>251</i>
<b>Net cash used in operating activities</b>	<b>(1,308)</b>	<i>(556)</i>

**21. Cash flows from investing activities**

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Bank interest received	<b>77</b>	<i>15</i>
Purchase of tangible fixed assets	<b>(164)</b>	<i>-</i>
Capital grants	<b>1,141</b>	<i>1,440</i>
<b>Net cash provided by investing activities</b>	<b>1,054</b>	<i>1,455</i>

**22. Analysis of cash and cash equivalents**

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Cash in hand and at bank	<b>9,812</b>	<i>10,066</i>
<b>Total cash and cash equivalents</b>	<b>9,812</b>	<i>10,066</i>

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

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

	At 1 September 2021 £000	Cash flows £000	At 31 August 2022 £000
Cash at bank and in hand	10,066	(254)	9,812
	<u>10,066</u>	<u>(254)</u>	<u>9,812</u>

**24. Contingent liabilities**

In the event of The CAM Academy Trust ceasing to operate as a Trust, provisions are included in the funding agreement relating to the clawback of assets and monies paid to the Trust.

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**25. Pension commitments**

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Cambridgeshire County Council and Bedfordshire County Council. 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.

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

**Teachers' Pension Scheme**

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

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

**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 2023.

The employer's pension costs paid to TPS in the year amounted to £4,668,000 (2021 - £4,546,000).

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

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**25. 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 £2,352,000 (2021 - £2,141,000), of which employer's contributions totalled £1,802,000 (2021 - £1,641,000) and employees' contributions totalled £550,000 (2021 - £500,000). The agreed contribution rates for future years are 23 per cent for employers and maximum 12.5 per cent for employees.

As described in note 1.13 the LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

**Principal actuarial assumptions**

	<b>2022</b>	<i>2021</i>
	%	%
Rate of increase in salaries	<b>3.55-3.90</b>	<i>3.40-3.85</i>
Discount rate for scheme liabilities	<b>4.25</b>	<i>1.65</i>
Inflation assumption (CPI)	<b>2.90-3.05</b>	<i>2.85-2.90</i>

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

	<b>2022</b>	<i>2021</i>
	Years	Years
<i>Retiring today</i>		
Males	<b>22.0</b>	<i>22.2</i>
Females	<b>24.2-24.4</b>	<i>24.4-24.5</i>
<i>Retiring in 20 years</i>		
Males	<b>22.9</b>	<i>23.2</i>
Females	<b>26.0-26.1</b>	<i>26.2</i>

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**25. Pension commitments (continued)**

**Sensitivity analysis**

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Discount rate -0.5%	<b>3,715</b>	<i>6,100</i>
Pension rate +0.5%	<b>3,540</b>	<i>5,670</i>
Salary rate +0.5%	<b>205</b>	<i>555</i>

The pension scheme surplus/deficit is based on the actuarial assumptions used as at the 31 August 2022. These can and do change after the year end. The above sensitivity analysis shows how the position stated can change significantly based on changes to the actuarial assumptions. A change in the markets is likely to result in an increased pension scheme deficit by the next year end. Post year end valuations could be obtained to provide an indication, however, it is considered that the cost would outweigh the benefit to the users of the accounts, and would not be value for money.

**Share of scheme assets**

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

	<b>At 31</b>	<i>At 31 August</i>
	<b>August 2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Equities	<b>20,840</b>	<i>18,739</i>
Corporate bonds	<b>3,870</b>	<i>4,755</i>
Property	<b>4,764</b>	<i>3,916</i>
Cash and other liquid assets	<b>298</b>	<i>559</i>
<b>Total market value of assets</b>	<b>29,772</b>	<i>27,969</i>

The actual return on scheme assets was £(263,000) (2021 - £4,486,000).

The amounts recognised in the Statement of financial activities are as follows:

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Current service cost	<b>(5,911)</b>	<i>(4,165)</i>
Interest income	<b>478</b>	<i>383</i>
Interest cost	<b>(861)</b>	<i>(651)</i>
<b>Total amount recognised in the Statement of financial activities</b>	<b>(6,294)</b>	<i>(4,433)</i>

**THE CAM ACADEMY TRUST**  
(A company limited by guarantee)

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

**25. Pension commitments (continued)**

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

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
<b>At 1 September</b>	<b>49,131</b>	<i>36,164</i>
Current service cost	<b>5,911</b>	<i>4,165</i>
Interest cost	<b>861</b>	<i>651</i>
Employee contributions	<b>550</b>	<i>500</i>
Changes in actuarial assumptions	<b>(25,196)</b>	<i>7,916</i>
Benefits paid	<b>(286)</b>	<i>(265)</i>
<b>At 31 August</b>	<b>30,971</b>	<i>49,131</i>

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

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
<b>At 1 September</b>	<b>27,969</b>	<i>21,607</i>
Interest income	<b>478</b>	<i>383</i>
Return on net assets (excluding net interest)	<b>(741)</b>	<i>4,103</i>
Employer contributions	<b>1,802</b>	<i>1,641</i>
Employee contributions	<b>550</b>	<i>500</i>
Benefits paid	<b>(286)</b>	<i>(265)</i>
<b>At 31 August</b>	<b>29,772</b>	<i>27,969</i>

**26. Operating lease commitments**

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

	<b>2022</b>	<i>2021</i>
	<b>£000</b>	<i>£000</i>
Not later than 1 year	<b>102</b>	<i>167</i>
Later than 1 year and not later than 5 years	<b>69</b>	<i>171</i>
	<b>171</b>	<i>338</i>

---

**THE CAM ACADEMY TRUST**  
**(A company limited by guarantee)**

---

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

---

**27. Members' liability**

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

**28. Related party transactions**

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

Expenditure Related Party Transactions

Mrs S. Williamson is a director and shareholder of SSAT (The Schools Network) Limited. During the year subscriptions and services of £7,560 (2021 - £17,842) were paid by the Academy Trust, which incorporates a group discount. In addition services have been received free of charge. Overall the Academy Trust is satisfied that the combined services are provided at below value and procurement policies, in accordance with ESFA guidance, have been complied with.

Mr J. Hartley is a director of John Hartley Education Consultants Limited. The Academy Trust has utilised the services of John Hartley Education Consultants Limited to mentor Principals and Heads in their development. During the year purchases of £2,347 (2021 - £1,803) have been made by the Academy Trust.

Mr G. Pearson has a significant interest in Anspear Limited (formerly Pearson Publishing Ltd). In addition, Mr S. Munday is an unpaid director. The Academy Trust has utilised the services of Pearson Publishing Ltd to buy training provision in connection with GDPR requirements. During the year purchases of £10,800 (2021 - £6,785) have been made by the Academy Trust. The element above £2,500 has been provided at no more than cost and the statement of assurance has been provided.