

Company Registration Number: 10269535 (England & Wales)

LEARNING WITHOUT LIMITS ACADEMY TRUST
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

**LEARNING WITHOUT LIMITS ACADEMY TRUST
(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2023**

Members

Miranda Cannon
Simon Hudson
Stephen Hopkins
Stuart McDonough
Tomas O'Duibhir
Roger Dickinson (Resigned 30 September 2022)

Trustees

Professor Jeffrey Knight, Chair of Trustees
Allison Tripney (Resigned 27 July 2023)
John Henrys (Resigned 28 September 2023)
Bernadette Green
Jennie Nurse
Kieron Hall
Daniel Giardiello
Paul Wilson
Melvyn Redfern
Suzanne Concannon MBA, FISBL
Tim Laws
Victoria Raynor

Company Secretary

Rebecca Miles (Resigned 4 October 2022)
Matthew Hand (Appointed 28 September 2023)

Trust Executive Team

John Henrys, Chief Executive Officer, Accounting Officer
Michelle Plumtree, Chief Financial Officer
Abigail Evans, Chief Administrative Officer
David Goulding, Chief Operating Officer
Lorna Chandler, Director of Secondary Education
Kate Madia, Director of Primary Education (Appointed 17 April 2023)

Company Name

Learning without Limits Academy Trust

Principal and Registered Office

Lancaster Academy
Knighton Lane East
Leicester
Leicestershire
LE2 6FU

Company Registered Number

10269535 (England & Wales)

LEARNING WITHOUT LIMITS ACADEMY TRUST
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REFERENCE AND ADMINISTRATIVE DETAILS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Independent Auditor

MHA
Building 4
Foundation Park
Roxborough Way
Maidenhead
SL6 3UD

Bankers

Barclays Bank
1-3 Haymarket Towers
Humberstone Gate
Leicester
LE1 1WA

Solicitors

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol
BS1 4QA

**LEARNING WITHOUT LIMITS ACADEMY TRUST
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**TRUSTEES REPORT
FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees present their Annual Report together with the Financial Statements and Auditor's Report of the Charitable Company for the year 1 September 2022 to 31 August 2023. The Annual Report serves the purposes of both a T U X V Report, and a D L U H Report and Strategic Report under company law.

**LEARNING WITHOUT LIMITS ACADEMY TRUST
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**TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

Pay, Performance and Personnel Committee

This Committee considers, determines and keeps under review a framework for the remuneration and terms and conditions of the Academy Trust CEO and senior staff, both in individual Schools and in the Academy Trust Executive Team. The Committee also considers matters relating to staff grievances, discipline and dismissals where required.

This Committee meets twice per year.

Education Standards Committee

This Committee provides assurance to the Board of Trustees on the standards, performance and safeguarding of all Schools within the Academy Trust. The Committee monitors and evaluates pupil progress and attainment and the quality of teaching.

This Committee meets four times per year.

Local Governing Bodies (5)

Each of the Academy 7 U X A.3915662651 (T) -2. (r) 7EMC/Span A/CID 23 /Lang (en-GB) >Bt 0 595.32a4>BDC87952 (

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**TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

In line with the Scheme of Delegation the Board of Trustees has delegated responsibility of performance management of the Academy Principals to the Chief Executive Officer. Recommendations are then made to the Pay, Performance and Personnel Committee who review proposed salary awards and pay scales used by the Academy Trust and conduct detailed analysis of proposed senior staff pay awards. As part of this meeting the Committee is provided with Academy Trust wide information regarding the breakdown of pay awards for eligible staff detailing gender, ethnicity and age.

Trade union facility time

Relevant union officials

| | |
|----------------------------------------------------------------------------------|--------------------------------------|
| Number of employees who were relevant union officials during the relevant period | Full-time equivalent employee number |
| 6 | 5.88 |

Percentage of time spent on facility time

| | |
|--------------------|---------------------|
| Percentage of time | Number of employees |
| 0% | 3 |
| 1%-50% | 3 |
| 51%-99% | - |
| 100% | - |

Percentage of pay bill spent on facility time

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| Provide the total cost of facility time | £14,728 |
| Provide the total pay bill | £22,377,000 |
| Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100 | 0.065% |

Paid trade union activities

| | |
|------------------------------------------------------------------------------------------------------------|---|
| Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: | 0 |
|------------------------------------------------------------------------------------------------------------|---|

(total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100

**LEARNING WITHOUT LIMITS ACADEMY TRUST
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**TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

The Academy Trust considers how our activities as an employer affect staff with protected characteristics. As a Academy Trust, we publish information to show:

x the mETw:

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**TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

The outcomes of the inspection match the self-evaluation and associated improvement plans the Academy Trust was working through at the time of inspection. Following the inspection, a new leadership team, along with a significant number of classroom teachers were appointed between January and March 2023.

Babington Academy ±March 2023

- x Overall effectiveness ±Good;
- x the quality of education ±

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TRUSTEES REPORT (continued)

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**TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

The aims of South Leicestershire School Sports Partnership are:

- x to ensure that every child and young person in South Leicestershire receives access to high quality Physical Education, School Sport, Physical Activity and Well-being opportunities for the benefit of their health; and
- x to ensure all School staff have access to a variety of high-quality physical activity and well-being opportunities.

AUDITOR

)ROORZLQJ D UHEUDQGLQJ H[HUFLVH RQ 0D\ WKH WUDGLQJ QDPH changed from MHA MacIntyre Hudson to MHA. A resolution to reappoint MHA as Independent Auditor will be proposed at the next Annual General Meeting.

In so far as the Trustees are aware:

- x there is no relevant audit information of which the Charitable C R P S D Q \ ¶ V D X G L W; and L V X Q D Z
- x 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.

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« « « « « « « « « « « «
Professor Jeffrey Knight
Chair of Trustees

**LEARNING WITHOUT LIMITS ACADEMY TRUST
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**GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2023**

LEARNING WITHOUT LIMITS ACADEMY TRUST
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GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

The Board and its Committees have effectively fulfilled their roles during the year. In terms of accountability, the work of the Board and its Committees has included;

- x the review and challenge of School educational performance and improvement information, including scrutiny of data;
- x the review and challenge of safeguarding arrangements across the Academy Trust;
- x the review and challenge of SEND provision across the Academy Trust;
- x the review and challenge of financial performance, including approval of budget, monitoring of Academy Trust budget and oversight of outcomes of financial audits;
- x the review and challenge of the use of Pupil Premium and SEND Funding across the Academy Trust;
- x the review and challenge of risk and risk management;
- x the review and updating of the KPIs used to measure the Academy Trust set within its Strategic Plan; and
- x the scrutiny of pay recommendations of Academy Trust benchmarking.

Since the appointment of the Academy Trust, work has been undertaken to improve the reporting arrangements to the Board and its Committees. This has included dedicated work programmes for the Board and each of its Committees and circulation of a single agenda pack ahead of each meeting which, where appropriate, includes cover reports setting out the context for agenda items and the approvals being sought. This has improved how information is reported to the Board and acts as a reference point (along with the minutes) as to how decisions are made. In addition, a clerk has been appointed to oversee the meeting of the Academy Trust.

The Academy Trust has also introduced a process for the management of Policy and of Policy Review and this will be accompanied by a Policy Framework, due to be developed in the coming months, which will clearly set out how policies are approved.

The Academy Trust uses an online information distribution system called Governor Hub. The system provides a central archive of governance records, Board of Trustees and Committee meetings etc. The system simplifies administration of Academy Trust governance, providing improved support to Trustees, Governors and Members.

Conflicts of interest

The Trustees are responsible for ensuring that, in its conduct and operation, the Academy Trust applies financial and other controls which conform with the requirements both of propriety and of good financial management. The Academy Trust has taken all necessary steps to ensure that any conflicts of interest are recorded within the register of interests and appropriately disclosed at meetings of the Board and within financial statements. Relevant business and pecuniary interests are captured for all Members, Trustees and Governors and all staff with significant financial or spending powers. These are checked and updated annually and are published on the Academy Trust website.

Transactions are completed at arm's length and no related party has no involvement in decisions in which they have an interest. The Academy Trust financial procedures include consideration of related party transactions, to ensure that staff are alert to the possibility of conflicts of interest and their impact.

Meetings

In addition to the five meetings of the Board, the CEO meets fortnightly with the Chair of Trustees. The CFO also attends these meetings on a monthly basis to discuss the management accounts. The CEO and CFO meet monthly with the principals of each of the Academies, the discussions arising from these meetings are communicated back to the Chair of Trustees. Through these arrangements that the Board has maintained effective oversight of funds.

**LEARNING WITHOUT LIMITS ACADEMY TRUST
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**GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

The Education Standards Committee is also a Subcommittee of the main Board of Trustees. It met four times during the year. Its purpose is to provide assurance to the Board of Trustees on the standards, performance and safeguarding of all Schools within the Academy Trust. Members of the Committee and their attendance is as follows;

| Trustee | Meetings attended | Out of a possible |
|-------------------------|--------------------------|--------------------------|
| Bernadette Green, Chair | 4 | 4 |
| Jennie Nurse | 3 | 4 |

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GOVERNANCE STATEMENT (continued)

LEARNING WITHOUT LIMITS ACADEMY TRUST
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GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Bishop Flemings role includes giving advice on financial matters and performing a range of checks on the Academy T U X V W ¶ V I L Q D Q In particular, the checks carried out in the current period included testing of:

- x bank and petty cash;
- x budgets and financial monitoring;
- x expenditure and credit card transactions;
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