

Registered number: 10842747 (England)

Potential in Everyone Academy Trust
(A company limited by guarantee)

Annual report and financial statements

For the period 29 June 2017 to 31 August 2017

**Potential in Everyone Academy Trust
(A company limited by guarantee)**

Contents

	Page
Reference and administrative details	1 - 2
Trustees' report	3 - 11
Governance statement	12 - 13
Statement on regularity, propriety and compliance	14
Statement of Trustees' responsibilities	15
Independent auditors' report on the financial statements	16 - 18
Independent reporting accountant's assurance report on regularity	19 - 20
Statement of financial activities incorporating income and expenditure account	21
Balance sheet	22
Statement of cash flows	23
Notes to the financial statements	24 - 44

Potential in Everyone Academy Trust
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Reference and administrative details
For the period ended 31 August 2017

Members

Quentin Roper (appointed 29 June 2017)
Simon Molony (appointed 29 June 2017)
Richard Parkin (appointed 29 June 2017)
Eileen Martin (appointed 29 June 2017)
The Diocese of Canterbury Academies Company Limited (appointed 29 June 2017)

Trustees

Claire Harris (appointed 29 June 2017)
Jane Lillicrap (appointed 20 July 2017)
Janet Mills (appointed 20 July 2017)
Miranda Rees (appointed 20 July 2017)
Anne Ryback (appointed 29 June 2017)
Elizabeth Smith (appointed 29 June 2017)
Helen Stewart (appointed 29 June 2017)
Eileen Martin (appointed 29 June 2017, resigned 20 July 2017)
David Crombie (appointed 20 September 2017)
David Whitehead, Chief Executive Officer (appointed 29 June 2017)

Company registered number

10842747

Company name

Potential in Everyone Academy Trust

Principal and registered office

Bredgar C Of E Primary School, Bexon Lane, Bredgar, Sittingbourne, United Kingdom, ME9 8HB

Chief executive officer

David Whitehead

Trust Business Manager

Linda Lucas

Independent auditors

Kreston Reeves LLP, 37 St Margaret's Street, Canterbury, Kent, CT1 2TU

Senior management team

David Whitehead, Chief Executive Officer
Linda Lucas, Trust Business Manager
Madeleine Gower, Headteacher
Sheila Dunk, Headteacher (resigned 31 August 2017)
Catherine Hurst, Headteacher
Lyndsey Wood, Headteacher
Karen Godsell, Headteacher (appointed 1 September 2017)

Bankers

Lloyds Bank Plc, 125 High Street, Sittingbourne, Kent, ME10 4BD

Potential in Everyone Academy Trust
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Reference and administrative details of the academy, its trustees and advisers
For the period ended 31 August 2017

Advisers (continued)

Financial Support Services

Schools Financial Services, Kent County Council, 2nd Floor, Invicta House, Maidstone, Kent, ME14 1XX

Potential in Everyone Academy Trust (A company limited by guarantee)

Trustees' report For the period ended 31 August 2017

The Trustees of the Potential in Everyone Academy Trust present their annual report together with the financial statements and auditors' report of the charitable company for the period of 29th June 2017 to 31st August 2017. The annual report serves the purposes of both a trustees' report, and a director's report under company law.

The financial statements have been prepared in accordance with the accounting policies set out on pages 25 to 31 of the attached financial statements and comply with the Trusts' Memorandum and Articles of Association and all applicable laws.

The Trust operates a multi academy trust for pupils aged 4 to 11 serving a catchment area in Sittingbourne, Kent. It has a pupil capacity of 894 and had a roll of 901 in the school census on October 2016 (excluding nursery children).

The trust is a multi-academy trust which operates four primary academies in Kent. The Academies are:

- Borden Church of England Primary School
- Bredgar Church of England Primary School
- Minterne Community Junior School
- The Oaks Community Infant School.

All four schools converted to academy status on the 1st August 2017.

Structure, Governance and Management

Constitution

The Potential in Everyone Academy Trust is a company limited by guarantee and an exempt charity under the Charities Act 2011. The Trust's Memorandum and Articles of Association are the primary governing documents of the academy trust. The Company was incorporated on the 29th June 2017.

The Trustees of Potential in Everyone Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Potential in Everyone Academy Trust (PiEAT).

Details of the Trustees who served throughout 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

Subject to the provisions of the Companies Act 2006, every trustee or other officer or auditor of the Company shall be indemnified out of the assets of the Company against any liability incurred by him / her in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him/ her by the court from liability or negligence, default, breach of duty or breach of trust in relation to affairs of the Company.

Potential in Everyone Academy Trust has purchased insurance to protect trustees from claims arising from negligent acts, errors or omissions whilst on Trust business.

Potential in Everyone Academy Trust
(A company limited by guarantee)

Trustees' report (continued)
For the period ended 31 August 2017

Method of Recruitment and Appointment or Election of Trustees

The recruitment of new Trustees is as defined within the Articles of Association, Master Funding Agreement and the Scheme of Delegation, and is subject to approval by the Trust Members. Recruitment is based on skills, knowledge and behaviours as set out in 'A Competency Framework for Governance 2017'. Recruitment of Governors to the Local Governing Body for each school is subject to approval by the Board of Trustees' in line with the guidance within the Trust's Scheme of Delegation.

The term of office for a Trustee or Governor is four years, except for the Chief Executive Officer who remains a trustee whilst in post.

Policies and Procedures Adopted for the Induction and Training of Governors

The training and induction for new Trustees will depend on their existing experience. Where necessary, training will be provided on charity, educational, legal and financial matters.

As Potential in Everyone Academy Trust is a new Multi Academy Trust, commencing on the 1st August 2017, the current Trustees have all received a tour of the four schools and received basic training in respect of all the charity, legal and financial responsibilities they have.

Organisational Structure

The management structure of the Trust consists of four levels which are as follows:

- Members, who appoint the Directors and delegate responsibility for governance and running of the Multi Academy Trust to the Board of Directors
- Board of Directors (BOD) is where Legal accountability sits. The BOD delegate responsibility to Local Governing Bodies through a Scheme of Delegation
- Trust Leaders (Chief Executive Officer, Chief Financial Officer, Headteachers x 4) enact governance on behalf of the Board of Directors through implementing the Trust's vision and values and through monitoring of achievement, standards, quality of teaching, finance, safeguarding, health and safety and human resources.
- Local Governing Bodies are responsible but not legally accountable for ensuring that their school achieves good outcomes for all its pupils and complies with statutory and Trust policies and procedures.

The Trustees (Directors) are responsible for setting general policy, adopting an annual plan and budget, monitoring the Multi Academy Trust by the use of budgets and making major decisions about the direction of the Multi Academy Trust, capital expenditure and the appointment of the Chief Executive Officer.

Trustees delegate some duties to the Local Governing Bodies of the schools within the Trust, including the implementation and monitoring of local policies, health and safety, safeguarding, whilst retaining overall accountability.

Arrangements for setting pay and remuneration of key management personnel

The Trust has a pay policy and clear performance and appraisal policy in place within the Trust schools and works in line with the current Teachers Pay and Conditions document and current Kent County Council's Support Staff Pay and Conditions.

The Chief Executive Officer pay is currently set in line with full Teacher's Pay and Conditions document and the current size of the Trust in terms of pupil numbers.

The Trust Business Manager currently provides the functions of the Chief Financial Officer, and her pay is set in line with Kent County Council's Support Staff Pay and Conditions.

The pay of the four primary headteachers is set in accordance with the Teacher's Pay and Conditions document and the current size of their school in terms of pupil numbers.

**Potential in Everyone Academy Trust
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**Trustees' report (continued)
For the period ended 31 August 2017**

Related Parties and other Connected Charities and Organisations

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

Objectives and Activities

Objects and Aims

The Trust Charitable objects as set out in its articles of association are:
to advance the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum and which shall include:

- Church of England Academies designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and having regard to any advice issued by the Diocesan Board of Education; and
- Other Academies whether with or without a designated religious character.

In accordance with the articles of association, the Multi Academy Trust has adopted a "Scheme of Governance" approved by the Secretary of State for Education. The Scheme of Governance specifies, amongst other things, the basis for admitting pupils to the academies, the catchment area from which the pupils are drawn, and that the curriculum should comply with the substance of the national curriculum.

Objectives, Strategies and Activities

Potential in Everyone Academy Trust (PiEAT) is a Church of England Multi-Academy trust, established on 1st August 2017 composed of the following schools:

- Bredgar Church of England Primary School
- Minterne Community Junior School
- Borden Church of England Primary School
- The Oaks Community Infant School

As the educational landscape is changing at an unprecedented pace in such uncertain political times, leading in particular to a marked reduction in the role and capacity of local authorities, the Trust aims to provide a supportive and collaborative context in which our schools and future schools can continue to thrive into the future. At the heart of the Trust will be an unequivocal drive on our key moral purpose of ensuring every child meets their full potential and our steadfast commitment to positively promoting Christian and British Values.

The support the Trust offers to each individual school takes many forms. Schools are first and foremost for education, so it is right that at the heart of what we do is a focus on school improvement, staff development, and enabling our young people to excel. We support schools in meeting the challenges of rising expectations through mutually supportive intervention and training. Secondly, the Trust works to support each school to ensure that it has secure and robust financial and resource management, so that all schools meet their statutory responsibilities. And thirdly, we support schools in the nurturing of their distinctive ethos which contributes so powerfully to the development of our pupils as rounded and balanced young people poised to make a contribution to society. The Trust is committed to continually look for innovative ways to ensure that every child has access to life changing enhancement activities.

The ethos of the Trust is collaborative and participative. Every individual school has a voice, through the Trust's open and transparent governance, in the key decisions which affect each school. Moreover, the Trust aims to value the healthy diversity which exists in its schools, and we will actively encourage future schools who decide to join the Trust to maintain and further develop its own distinctive culture and identity.

Potential in Everyone Academy Trust (A company limited by guarantee)

Trustees' report (continued) For the period ended 31 August 2017

We will create and maintain a shared culture which requires everyone whatever their role, staff or pupil, Governor or parent, to take responsibility for their position and be accountable for what they achieve. We will be driven by a desire to make a positive impact on the lives of all children. This shared culture will respect, uphold and complement each school's distinctive ethos and character.

The main objectives of the Trust during the year ended 31st August 2017 are:

- An unwavering belief that all children can succeed.
- A steadfast commitment in making every child's well-being of paramount importance and a dedication to develop the whole child.
- The demonstration of high standards in all aspects of school life must be continually expected if they are to be maintained.
- Effective leadership and teaching are the keys to raising standards.
- Capacity and sustainability is created via effective succession planning.
- Best value and synergy is ensured by exploiting opportunities made available through economies of scale and increased efficiency.
- The most effective professional development for staff is learned from expert practitioners.
- Continued excellence is heightened through embracement of change
- An outward facing vision, we will seek to exploit opportunities to improve our practice, whilst providing support to our local communities.
- A commitment to providing life changing experiences that will ensure that every child's future success is built on today's achievement.

The Trust's main strategy is to provide comprehensive education for pupils of different abilities, in a learning environment utilising the best possible teaching facilities and staff. To this end the activities provided include:

- Training and learning opportunities for all staff, especially teaching staff
- Tuition and learning opportunities for all pupils to attain age appropriate academic qualifications and attainment
- A system of enrichment activities and after school clubs to allow pupils to explore in a practical and project orientated way.
- Support for pupils to transition to secondary education in the most appropriate way.

Public Benefit

The Trustees have regard to the Charity Commissions guidance on Public Benefit Section 4 of the Charities Act 2011. The Trustees ensure that the Trust's activities are undertaken in line with the charitable objects and aims.

Equal opportunities Policy

The Trustees recognise that equal opportunities are an integral part of good practice within the work place. The Trust aims to establish equal opportunities in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

Strategic Report

Achievements and Performance

The Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the Multi Academy Trust by the use of budgets and making major decisions about the strategic direction of the Trust in respect of capital expenditure ,

The Trust opened on 1st August 2017, with 4 primary schools converting to academy schools on the 1st August 2017. The performance for the 4 schools prior in the academic year 2016-2017 prior to becoming an academy and as part of the Trust is provided below:

**Potential in Everyone Academy Trust
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**Trustees' report (continued)
For the period ended 31 August 2017**

Early Years Foundation Stage: Good Level Development: 2016-2017

Bredgar: 86% Borden: 89% The Oaks: 74% (Exc SLU 77%)

Phonics: 2016-2017

School	Bredgar		Borden		The Oaks		Minterne
	Y1	Y2	Y1	Y2	Y1	Y2	
School Data	85%	100%	77%	*NA	81% (77%)**	8%	NA
National	81%	NA	81%	NA	81%	NA	NA

*NA – No retakes in Y2 NA: Not applicable ** Including Speech & Language Unit

Key Stage 1: 2016-2017

School	Bredgar		Borden		The Oaks		Minterne
	Exp	GD	Exp	GD	Exp	GD	
Reading	87%	38%	89%	40%	83% (81%)**	30% (30%)**	NA
National	76%	25%	76%	25%	76%	25%	NA
Writing	93%	25%	89%	20%	74% (72%)**	19% (18%)**	NA
National	68%	16%	68%	16%	68%	16%	NA
Maths	75%	19%	94%	30%	78% (76%)**	19% (18%)**	NA
National	75%	21%	75%	21%	75%	21%	NA

** Including Speech & Language Unit exp: Expected GD: Greater Depth