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Governance and MAT structure

Nishkam School Trust; Governance and MAT Structure



Faith body and Sponsor: GNNSJ
Members Vision
 Bhai Sahib (Mohinder Singh Ahluwalia) OBE, (Patron of NST); P S Jhutti, J S Chandan,
 Chair of Trust Board

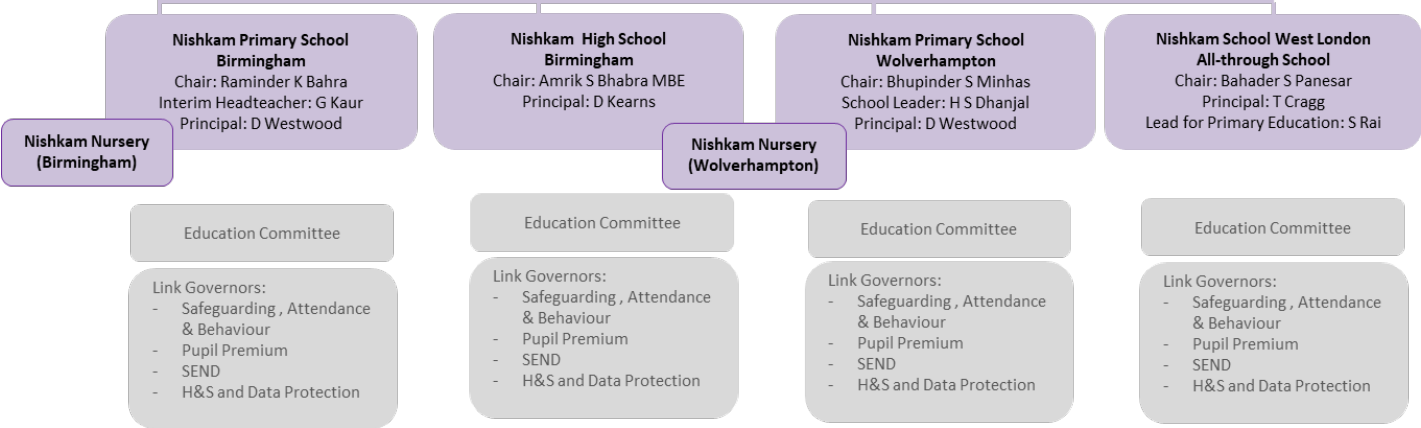
Board of Trustees
Accountable for: Delivering Strategy & Vision, Aspiration, School Performance, Finance, LGB Performance
 Sarah Evans OBE (Chair of Trustees), S S Sahota OBE, Dr M Felderhoff, R K Bahra, B S Minhas , A S Bhabra MBE, B S Panesar ; S S Rai BEM, Dr. B S Mahon OBE;

Finance & Resources committee

Executive Officers
 Chief Executive Officer (& Accounting Officer) – Dr Brinder Singh Mahon OBE
 Chief Operating Officer (& Chief Financial Officer)– Shaminder Singh Rai BEM

Central Trust Team: Deputy CEO (& Lead for Secondary Education) - Damien Kearns;
 Trust Director of Primary Education – Debbie Westwood,
Central Services Team: Finance, Procurement, HR services, Governance and Compliance, Data Protection, Marketing, Admissions, ICT, Section 48, Faith

Local Governing Boards
(Chair of LGB are Trustees)
Accountable for: Achievement, Curriculum, Admissions, Safeguarding, SEND, H&S



Reference and Administrative Details

Members

Mohinder Singh Ahluwalia (Patron of NST)
Parminder Singh Jhutti
Jaswinder Pal Singh Chandan

Trustees

Sarah Evans (Chair of Trustees)
Sarindar Singh Sahota
Marius Felderhof
Raminder Kaur Bahra
Bhupinder Singh Minhas
Amrik Singh Bhabra
Bahader Singh Panesar
Dr Brinder Singh Mahon
Shaminder Singh Rai

Chief Executive and Accounting Officer
Chief Operating Officer and Chief Financial Officer

Senior Leadership Team

Dr Brinder Singh Mahon
Shaminder Singh Rai
Damien Kearns
Debbie Westwood,
Gurpreet Kaur
Harmander Singh Dhanjal
Tom Cragg
Sukhjeet Rai

Chief Executive and Accounting Officer
Chief Operating Officer and Chief Financial Officer
Deputy CEO and Principal, NHSB
Director of Primary Education and Principal, NPSB and NPSW
Headteacher, NPSB
Headteacher, NPSW
Principal, NSWL
Head of Primary Education, NSWL
Nishkam High School, Great King Street North, Birmingham, B19 2LF

Registered Office Address

Independent Auditor

Stanley Yule Chartered Accountants,
Waterside Business Park, 1649 Pershore Rd, Birmingham, B30 3DR

Bankers

Barclays Bank plc, 1 Snowhill Queensway, Birmingham B4 6GH

Patrons' Message

The Nishkam School Trust (NST) has established schools to serve our children and families, to contribute to the development of children and society, and to ensure that children have opportunities to fulfil their spiritual, intellectual and physical potential.

We feel honoured and privileged that parents, who are the primary educators of their children, entrust the education of children to the Nishkam Schools. NST are indebted to the Department of Education for providing the majority of the funding since the first school opened in 2011, and to the Nishkam faith community for complementing the funding and enabling the Trust to enrich the education resources we provide.

Nishkam education endeavours to provide holistic and wholesome environments; to prepare pupils for adulthood, the wider world and to be responsible citizens; create communities where the spirit, intellect and wisdom are nourished; and nurture the ethical, cultural and social development of children. We endeavour to ensure children are happy, secure and inspired to do their very best.

As parents, the happiness and fulfilment of all children is close to our hearts. Collectively we can create environments, where families and communities, in which children will be happy and can flourish. We can build a secure, safe and supportive society, which will provide for our needs and aspirations. Adults have a shared responsibility to create such ideal communities where children witness the true potential of good human beings. Humanity continues to face many challenges. We are optimistic that a new global consciousness and a responsible mind set will overcome these challenges through realigning ourselves with core human values of love, compassion, sacrifice, service and transparency. Alongside achieving material happiness and fulfilment, the world's faith traditions point to more fulfilling aspirations which are possible when we go beyond ourselves, placing the needs of others before our own. All faith based organisations can play a positive role in helping us become better parents, teachers and citizens, and more importantly, better human beings.

Nishkam Schools are driven and sustained by the principle of '*nishkamta*' – creating a mind-set to serve others without expectation or recognition. The motto of our schools is '*Man Neeva, Mat Uchi – to be humble, to be wise*'. These are the building blocks of our endeavours to set up the Nishkam School Trust and its schools in Birmingham, West London and Wolverhampton.

The Nishkam Schools flourish because of the unique partnership between the Department of Education, the faith community and entire Nishkam Team (in Birmingham and London). They have all contributed to making our educational endeavours a reality. The efforts of our pupils, teachers, staff, governors and directors, *sewadaars* (volunteers), and community are immeasurable and we are witnessing the potential of this collective team effort bearing fruit. The Nishkam School Trust are to be commended for working with the DfE to open a new school every year, (from 2011 to 2014) during one of the most difficult economic climates, and taking responsibility to provide good quality values-led education.

I feel privileged and humbled to be patron of this unique education charity which we believe will be able to deliver life changing educational experience for decades to come and nurture good human beings who have a passion for serving others in the true spirit of Nishkam.

Bhai Sahib Bhai Dr Mohinder Singh
Patron

1. Trustees' Report of the Year Ended 31 August 2020

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

1.1 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 Nishkam School Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Nishkam School Trust.

Details of the trustees who served during the year, and to the date these accounts are approved 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' Indemnity

NST through its insurance provision, indemnifies trustees' against claims made arising from professional negligence or errors and omissions occurring whilst on NST business. The insurance provides cover of £10,000,000.

Recruitment and Appointment of Trustees

In accordance with the Articles of Association;

- The number of trustees cannot be less than three and shall not be subject to a maximum;
- Members can appoint up to ten trustees;
- Members may appoint Staff trustees provided that the number of employees including the Chief Executive Officer does not exceed a third of the total number of trustees;
- A minimum of two Parent trustees unless there are Local Governing Bodies which include two Parent Governors;
- Chief Executive Officer shall be in office as long he/she remains in post;
- trustees may appoint Co – Opted trustees. They may not co-opt an employee as trustee if thereby the number of employees would exceed one third of the total number of trustees.

Procedures adopted for Induction and Training of Trustees

All Trustees are given a briefing by the CEO and Chair of the Trust Board. The trust are members of the NGA (National Governance Association) to provide support, guidance and training to trustees. Trustees can also attend training courses from other organisations including online providers. Bespoke training is scheduled based on their experience and areas of interest.

Organisational Structure

The Trust Board are responsible for setting the strategic direction for the Trust across the schools. Operational management is the responsibilities of the Chief Executive and staff. Trustees approve a scheme of delegation which includes the levels of responsibility for the Trust Board, Executive team, Senior Leadership Team and Local Governing Bodies.

Each school has a senior leadership team in place for the day to day management of the schools within the trust, this includes the monitoring and authorisation of spending within agreed budgets and the appointment of staff.

Arrangements for Setting pay and remunerations of key management personnel.

The published DfE headship guidelines for calculating pay for Executives/Principals/Headteachers, and therefore all such salaries are within these guidelines. (These guidelines are noted in the NST Pay Policy). If there was a variation from this policy the Trust Board would adopt an approach that is transparent, proportionate and justifiable.

Related Parties and other Connected Charities and Organisations

Related party transactions are disclosed in the Financial Statements. The Charity, Guru Nanak Nishkam Sewak Jatha (Birmingham) UK is the sponsor for the Trust.

Objectives and Activities

Nishkam School Trust (NST) is a charity which governs the Sikh ethos multi-faith schools established under the Governments' Free School Programme. NST is committed to providing quality education that will raise hopes, aspirations and attainment of young people. This will be realised through the implementation of the Nishkam Education Vision, which has emerged from over 35 years of voluntary education work with children locally (Birmingham), nationally (London and Leeds) and internationally (Kenya and India). NST has established four schools since 2011, Nishkam Primary School (opening in 2011) was the first of such schools followed by Nishkam High School (opening in 2012), Nishkam School West London (opening in 2013) and Nishkam Primary School Wolverhampton (joined NST in 2014).

Guru Nanak Nishkam Sewak Jatha (Birmingham) UK - GNNSJ is the key proposer for NST. GNNSJ has a long established and clearly focussed programme of community investment and regeneration in Handsworth, London and Leeds by devoting resources to promote civic, social and economic welfare with particular emphasis on education and community regeneration initiatives.

The Nishkam School Vision

“To empower our children with virtues enabling them to be good human beings to excel both academically and spiritually, to serve humanity selflessly for the *common good* with an abundance of love, *compassion* and forgiveness”.

Mission



At Nishkam Schools, our pupils explore the divine context of humanity and wonder of all creation. They not only learn about, but also learn from, the wisdom of religions and in so doing explore the infinite human potential to do good unconditionally. We support pupils to develop aspects of their own religious, spiritual or human identities. They learn about serenity through prayer and humility in service and in so doing, they deepen their own respective faith, and respect the common purpose of all religious traditions, as well as respecting the beliefs of those with no faith tradition. They explore the unique divinity of the individual, and our common humanity.

At Nishkam Schools, we believe that the fostering of human virtues forms the foundation of all goodness. Our curricula are carefully enriched to allow experiences where our pupils, teachers and parents alike learn to grow through a conscious focus on virtues. Our virtues-led education approach helps to provide guidance to enable pupils to understand their choices in order to help lead better lives. Our pupils become self-reflective and flourish; they are able to build strong, meaningful relationships and understand their responsibilities to the global family and all creation, founded in faith.

At Nishkam Schools, our pupils and staff alike aim to become the best human beings they can possibly be, in all aspects of spiritual, social and academic life. We foster a school culture which inspires optimism and hope, as well as determination and confidence, for all to achieve their best possible. This is accomplished through a rich and challenging curriculum, along with excellent teaching to nurture awe and wonder. Pupils gain a breadth and depth of knowledge and a love of learning to achieve their full potential.

Our priorities

- Raising aspirations and achievements aiming for the top quintile of schools nationally through a virtues led ethos.
- Learning from faith as well as about faith
- Continue to embed teaching excellence across all schools

Why we believe we stand apart from customary faith schools

We believe faith schools can play a key role not just in nurturing a single faith, but also nurturing and encouraging the faith of each and every pupil, as well as building inter-faith understanding. Worshiping collectively and within specific faith groups is a unique and innovative feature of our Schools. The philosophy of faith will resonate throughout the school week and curriculum, rather than being reduced exclusively to religious education lessons.

The Sikh Dharam is emphatic in respecting all faiths and not seeking converts, thereby maximising our contribution towards a cohesive society. The Sikh Dharam has a unique multi-faith ethos, and our Schools reflect this by positively nurturing children of all faiths and beliefs.

Public Benefit

The trustees have given consideration to the Charity Commissions' general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing education.

The Trust provides education that:

- is balanced and broadly based on a foundation of values;
- promotes the spiritual, moral, social and cultural development of each child at the School and of Society in a multi-faith multi-cultural environment;
- the mental and physical development is assumed to be covered by the broad and balanced curriculum;

- prepares students at the school for the opportunities, responsibilities and experiences of later life and to give back to society to build cohesive communities;
- raises aspirations, to sustain and increase their knowledge and understanding;
- creates both employment and voluntary opportunities, helping to regenerate community cohesion and the local area.

In setting our objectives and planning our activities the trustees have carefully considered the Charity Commission's general guidance on public benefit.

1.3 Strategic Report

Achievements and Performance

Capital support

The up-front investments made by our proposing body, GNNSJ in acquiring premises and sites for future schools enabled the NST to quickly gain substantial support from the Government in terms of capital and revenue funding for each school. In September 2011 GNNET support enabled NST to open its first primary school at 3 – 11 Soho Road, Handsworth. Subsequently NST opened further schools in Birmingham and North West London, and Wolverhampton. Currently the schools provide full time education to a total of 1982 children, which will rise to over 2940 pupils when the schools are at full capacity.

Since the inception of Nishkam School Trust, as well as providing the on-going revenue funding for the day to day running costs of each school, the Government through the Education and Skills Funding Agency (ESFA) have provided the following capital inputs towards building costs of each school: £1.4m for the Nishkam Primary School; £9m towards the Nishkam High School Birmingham; and £27m for the all-through school in West London. The ESFA has also provided £1.5m to the Nishkam Primary School Wolverhampton when it opened as the Anand School in 2013.

Evidence of effectiveness

The schools measure and evaluate the impact on pupil's educational attainment, character development, improvement in behaviour and engagement, as well as the spiritual, moral, social and cultural development of children.

The evidence of teacher assessment, self-review and evaluation by pupils, and feedback from parents and partner organisations is complemented by external findings and evidence as summarised below.

- OfSTED inspections rate the three schools NSWL, NHSB, NPSB as 'Outstanding' in all areas. Inspectors highlighted 'Students achieve exceptionally well' and that 'Nearly all of the teaching is consistently good or outstanding'. Inspectors also noted that 'Students' spiritual, moral, social and cultural development is promoted outstandingly well.' 'Behaviour is exceptional.' NPSW was inspected in February 2020 and was awarded an overall rating of 'Good'. NPSW was rated 'Outstanding' in the area of leadership and management. The inspectors noted that 'pupils love to learn at this happy, caring school' and that 'The school's values and virtues are well known by the pupils and are seen in everything that the school does'.
- The independent Statutory Inspection of Faith Education in Nishkam Schools also found the three schools to be 'Outstanding' in all areas Sikh Ethos multi-faith Schools. Inspectors mentioned that 'teaching of Religious Studies and faith development leads to outstanding progress and personal development overall'. One further school is awaiting inspection
- Most pupils, many of whom are from disadvantaged backgrounds, are becoming more altruistic; lead social action projects, raise funds, and participate in out-of- school character building activities.
- The impact on character was confirmed by the Jubilee Centre's School Virtues Measure assessment: 'Students in the school consider themselves to be virtuous and this is supported by their dilemma responses that suggest that they broadly solve moral problems as one would expect of a person with good character.'
- We also measure the effectiveness of all staff as role models of character through 360 appraisals. There is regular reporting to parents on character, academic achievements and behaviour.

This year has seen the following milestones

The trust senior leadership team was further strengthened with the appointment of Debbie Westwood, Director of Primary Education, and Damien Kearns as Deputy CEO and lead for secondary education.

The academic year has been dominated by the worldwide outbreak of COVID-19 leading to national lockdown since 18th March 2020. Whilst the Trust has worked intensively to increase the validity of pupil outcome, by initiating common assessments,

common pupil data tracking methods, the end of year statutory assessments were cancelled nationally due to the outbreak. Loss of teaching time will have likely had an impact on pupil progress. Pupil outcomes have been largely teacher assessed within the realms of what was possible post lockdown. The new academic year focused on early assessment and a catch-up curriculum remains a priority.

Summary of headlines:

- Nishkam Primary School Birmingham (since 2011) – continued to improve its KS2 scores in 2019
- Nishkam High School (since 2012) – is in the top 3% of 6450 schools for progress 8, and in the top 10% for attainment 8 in 2019, and then 2020 following teacher assessment.
- Nishkam School West London; all-through school having moved into the permanent building in August 2018 – five years after the school opened.
- Nishkam Primary School Wolverhampton (joined NST in Sept 2014); was inspected in February 2020 and was graded 'Good' with an element of 'Outstanding' for Leadership and Management.
- All schools are oversubscribed.

Overall Primary Pupil Outcomes

The DfE announced that they would not publish any school level educational performance data for assessments or exams for 2020.

Secondary pupil outcomes KS4 and KS5 (NHSB)

Formal exams could not be held due to the partial school closure as part of the government directive in March 2020.

Centre Assessment Grades (CAG) submitted by Nishkam High School Birmingham were upheld.

- GCSE (All Pupils)- Progress 8 +1.22 and Attainment 8 55.44. Both measures were above National.
- GCSE (Pupil Premium)- Progress 8 +1.10 and Attainment 8 54.13. Again, both measures were above National.
- A Levels – 100% pass rate with an APS (Average Point Score) of 35.08 (B- grade)

School Backgrounds

Nishkam Primary School Birmingham (Current OfSTED Rating – Outstanding)

Nishkam Primary School opened in September 2011, was approved in wave 1 of Free Schools initiative, as one of the first of only 24 free schools starting with Reception, and Years 1 and 2. In each of the subsequent years 60 new pupils have been admitted to the Reception year and in August 2016 the school consisted of Reception, Years 1, 2, 3, 4, 5 and 6 classes. The School continues to be oversubscribed and there are waiting lists in all year groups. The innovative and imaginative development of the infrastructure for Nishkam Primary School at 3, 5 and 7 Soho Road (completed September 2011) and 9 and 11 Soho Road (completed September 2012) was delivered as a *Kar Sewa* ('labour of love') project. Through a unique partnership between the Department of Education, GNNSJ (main proposer), Nishkam School Trust, Harkirit Construction (a private civil engineering contractor) and over 100 *sewadaars* (volunteers) the project was delivered on time to a superior specification, complementing antiquity with modernity.

Nishkam High School including Sixth Form (Current OfSTED Rating - Outstanding)

The 4 form entry school for 700 pupils opened in Sept 2012. After just 59 days from first gaining access to the proposed school site, phase I of the construction project to convert an industrial hall into a bespoke, 10 classroom temporary school building was completed. Through a unique combination of contractor and community *Kar Sewa* the work was completed on time and within budget. Approximately 50,000 voluntary hours went into the construction works.

On 10 September 2012 the first cohort of 125 students were admitted into Year 7 and Year 12. In each of the subsequent years 100 new pupils have been admitted into Year 7, with a smaller number to the Sixth Form, and in August 2016 the school consisted of Years 7, 8, 9 and 10 with two year groups in the Sixth Form giving a total of 435 students. The School has been oversubscribed with waiting lists since opening.

The permanent school building was constructed on the same site adjacent to phase 1 buildings, by working closely with the DfE and BAM Construction was appointed as the construction partner. Main construction works commenced in April 2013 with phase 2 completion in April 2014 and phase 2A in July 2014. After just 18 months of first opening students moved from the temporary building to the new school in April 2014.

The major capital funding by the DfE (£7m) was complemented by a contribution by the proposer GNNSJ (£1.2m) and volunteer labour input of 50,000 hours has enabled the construction of an iconic building in a deprived area of Birmingham. The building has been nominated for excellence in construction awards. The finished school includes the following features and facilities:

- 3 storey building
- Hi-tech classrooms and lab spaces

- Large open atrium and spiritual space
- Landscaped exterior grounds with indoor and outdoor sports facilities.

Nishkam School West London (Current OfSTED Rating – Outstanding)

DfE approved the Nishkam School West London as a four-form entry All-Through School for (4-19 years) in July 2012. Because of the long lead times for building a purpose built school, the School opened in September 2013 as a primary school with a Reception Year of 50 pupils and 44 pupils in Year 1 in a temporary location. Subsequently NST, DfE and the London Borough of Hounslow (LBoH) worked collaboratively to secure a suitable permanent site for the whole School. The temporary site in London Road, Hounslow was imaginatively converted in 60 days utilising a unique partnership between an ESFA contractor and community *Kar Sewa* volunteers.

During 2014 the three partners identified a 12 acre site. It was purchased by the ESFA, who also funded the project development and full designs for the new school buildings. The plans for the new home for the NSWL brought into public use a derelict site in Wood Lane, Osterley to provide the following benefits:

- A new, purpose-built school for 1,400 students.
- Meet the education aspirations of the local community.
- Assist in providing new school places in an area which has the 7th highest London borough for pupil growth.
- New sports facilities with a sports hall, a grass pitch and a multi-use games area.
- Transport plans to encourage sustainable travel journeys.

During 2015-16 far-reaching public consultations and partnership took place, working with the LBoH and the ESFA to support the planning application for the new site. The new building commenced in earnest and was completed by July 2018.

In January 2018, Mr Tom Cragg was appointed as the Principal of the all-through school with a total of 712 pupils, 238 in the secondary phase and 474 pupils in the secondary phase in September 2019. Mrs Sukhjeet Rai, was appointed the Head of Primary Education in June 2018.

In 2019-20, the school remains oversubscribed; all school vacancies were filled.

Nishkam Primary School, Wolverhampton (Ofsted Good 2020)

The School was originally approved by the DfE as two-form entry primary school in April 2013 and opened in September 2014 as the Anand Primary School. DfE provided £1.5m to refurbish a disused Victorian school buildings and to build new classrooms for Reception and Year 1 groups. Wolverhampton City Council provided the school site at a 'pepper-corn' rent. After opening Anand Primary School struggled to recruit sufficient pupils. In September 2013 there were about 20 pupils in one Reception class instead of the planned 60 pupils. The Headteacher resigned in Easter 2014.

In April 2014 the Trustees of the Anand Primary School together with the DfE approached and agreed for NST to manage the School from September 2014. During the transition period NST oversaw the completion of the building contracts, as well as recruiting a new Headteacher, new teaching staff and increasing the pupil numbers. The NST were able to strengthen the Local Governing Body, extend engagement with the local community, and provide business management and strategic support. Excellent working relationships were established with the DfE, Local Authority and local stakeholders.

In September 2014 pupil recruitment had improved, a strong staff team was formed and teaching was moved to the new building. Both the new Reception cohort and the Year 1 were full. The new school building was formally open by the Rt Hon William Hague MP, First Secretary of State and Leader of the House of Commons, in February 2015.

The school has a diverse intake with at least 6 different religions and 14 nationalities; the school is representative of the local area in modern Britain.

GNN SJ (Proposer) Contribution

NST are indebted to our proposer, and governing faith body, Guru Nanak Nishkam Sewak Jatha, GNN SJ (Birmingham) UK, for its significant contribution in both capital, voluntary commitment, and vision. The monetary contribution is as follows:

- Acquisition of freehold properties amounting to £9.2m (NPSB and NHSB)
- Refurbishment costs to date of a further £0.8 million. (NPSB, NHSB, NSWL)
- In addition to the above financial contributions a further £1million was put forward by the proposer organisation towards the High School. The proposer has also encouraged and enabled many selfless volunteers to contribute their time towards the management and supervision of the project. Many contributed as bricklayers, carpenters, semi-skilled personnel and labourers. Such direct volunteering input equates to over 100,000 hours of pro-bono effort to August 2013 which at an hourly rate of £10 this equates to £1m of Nishkam (selfless) service.

The Trust Board would like to extend their sincere gratitude to GNNSJ and the community for their continued support, guidance and inspiration as the Trust expands its educational reach.

Projects and Initiatives to promote Virtues Education

GNNSJ, is also involved in the following projects which will complement the Nishkam Schools and promote virtues in society.

- a. **Museum of World Religions;** The Museum is intended to be a shared space for dialogue and understanding between people from different faith communities as well as for people of no religious or faith affiliations. It will serve as an educational resource for learners of all ages, and provide an opportunity for individuals to explore the part that religion plays in contemporary life. GNNSJ is the lead partner organisation to bring this significant landmark project to fruition
- b. **Peace Charter for Forgiveness and Reconciliation;** The Charter was adopted as a point of action by Religions of Peace international, one of the largest global inter-faith organisations. The Charter will draw attention to the activity of ‘forgiveness’ which has its roots in the quality of compassion, which is the foundation for all Dharam, Religions or Faiths. It will serve as inspiration for healing and reconciliation in a fractured world. Forgiveness and reconciliation are part of our journey to peace, together with learning from our shared history and seeking restorative justice. The process of forgiveness and reconciliation can only be engaged in freely and voluntarily by individuals and communities. GNNSJ is again the lead partner organisation.
- c. **Engagement with Jubilee Centre for Character and Virtues;** (School of Education, University of Birmingham). The Jubilee Centre for Character and Virtues is a pioneering interdisciplinary research centre focussing on character, virtues and values in the interest of human flourishing. It promotes a moral concept of character in order to explore the importance of virtue for public and professional life. The Centre is a leading informant on policy and practice in this area and through its extensive range of projects contributes to a renewal of character and virtues in both individuals and societies.
- d. GNNSJ of support in education at a university level, in particular University of Birmingham

Project;	Funding
Lectureship in Sikh Studies, Dr Jhutti-Johal, (Jan 02 – Mar 11)	380,453.00
Religions, Civil Society & The UN Dr Martin Stringer, Dr Josef Boehle,(Oct 11 Dec 14)	147,500.00
Religion and Peacebuilding & A Charter for Forgiveness Dr Josef Boehle, (Oct 2011-Dec 2014)	76,000.00
Total GNNSJ Funding	603,953.00

e. GNNSJ Wider Participation

- **June, 2005** - Participation in the ‘Tripartite’ Forum on Interfaith Dialogue and Cooperation for Peace at the invitation of the Temple of Understanding. (United Nations Headquarters, New York).
- **October 2005** – Participation in the service of thanksgiving to celebrate the 60th Anniversary of the United Nations. (St Paul’s Cathedral, London, UK).
- **September 2006.** Speaker at the 59th Annual DPI / NGO Conference. Papers presented: ‘Promoting respect for cultural diversity in conflict resolution’ and ‘Best Practice Summary’ (United Nations Headquarters, New York).
- **January 2008** - Contribution to interfaith book commissioned by UNESCO. Chapter entitled; ‘The Spiritual Development of the Individual: A Prerequisite for Delivering the Millennium Development Goals from a Sikh Perspective.’
- **September 2008.** - Participant in 61st Annual DPI / NGO Conference at the (UNESCO Headquarters, Paris, France).
- **September 2008** - Recipient of the prestigious Hollister award from Temple of Understanding for tireless intra and interfaith work, and dedication to advancing interfaith issues at the United Nations, and honored as one of fifty interfaith visionaries in 2010. Supporter of UN World Interfaith Harmony Week since 2011.
- **February 2012** - Speaker at special event to mark UN World Interfaith Harmony Week on ‘Common Ground for the Common Good.’ (United Nations Headquarters, New York.)

Going Concern

After making appropriate enquiries and budgetary planning, the Trust Board has a reasonable expectation that NST 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.

Financial Review

The Free School's income during the year ended 31 August 2020 was almost entirely obtained from the Education and Skills Funding Agency, the Department for Education and GNSNJ in the form of revenue, capital and other grants, totalling £12,231,592 (2019 - £11,098,061), of which £11,299,216 (2019 - £10,128,101) was received from the ESFA through the General Annual Grant (GAG). Other income totalled £932,376 (2019 - £969,960) and was generated from income streams such as additional grant income, catering income, donations and capital income.

In the year ended 31st August 2020, there was total expenditure of £13,250,512 (2019 - £11,825,618) – note 6 in the financial statements. Staff costs amounted for the majority of fund expended which totalled £9,003,642 (2019 - £7,445,586) (note 10).

The Trust supports staff (all non-teaching staff) are entitled to membership of their respective Local Government Pension Scheme. For the support staff of NHSB, NPSB and NPSW this is the West Midlands Pension Fund, which is administered by West Midlands Council. For the support staff of NSWL, this is the London Borough of Hounslow Pension Fund, which is administered by London Borough Council. The appointed actuary of each scheme has assessed under FRS102 the Trust's share of the total deficit in these scheme as follows:

West Midlands Pension Fund	£2,201,000
London Borough Hounslow Pension Fund	£ 948,000

The total LGPS deficit recognised in the Trust's financial statements is therefore £3,149,000 (2019 - £2,188,000).

Reserves Policy

As shown in the Statement of Financial Activities on page 12, the combined Restricted General Fund and Unrestricted Fund show a net deficit of £112,507 (2019 - net income of £361,491). This is before the actuarial loss on defined benefit pension schemes and before a contribution of £291,875 towards capital expenditure during the year. Excluding the pension reserve, the combined Restricted General Fund and Unrestricted Fund show a carried forward balance of £2,931,128 (2019 - £2,960,515).

The Board of Trustees review the resources of the Trust and recognise the need to have sufficient reserves to protect against reductions in funding. The reserves are held in line with ESFA guidelines. The policy aims to carry forward sufficient funds to meet the Trust's long term aims and objectives. The amount allocated to reserves is to accommodate and manage the tagged pupil funding due to a growth in pupil numbers, capital building developments and uncertainty around Government funding in the future.

Investment Policy

The Trustees' investment powers are governed by the Articles of Association, which permits the Trust's funds, not immediately required, to be invested in furtherance of its objects. The Trust did not engage in any investment of surplus funds during the year under review.

Principal Risks and Uncertainties

The principle risks and uncertainties that the trustees will monitor in 2020/2021 include;

- Government funding
- Budget
- Staffing
- Pupil applications
- Pupil progress

Plans for future periods

The future directions of the academy are focused, in the immediate period, on consolidation of pupil outcomes given the COVID crisis this year. Significant focus and resources have been implemented to minimise the loss of the schooling. In the medium period, the Trust strategic plan is focused on deepening the excellence and stretch within the curriculum across a number of subjects – by focussing on key common assessments across the trust to identify gaps and rapid intervention. In addition as a part of the capacity building programme and building on strengthening senior leadership across the trust last year, further strengthening of middle leaders is planned, to lead with impact and create capacity throughout the organisation – leading to a strength in depth and breadth.

**Report of the Independent Auditors to the Members of
Nishkam School Trust**

Use of our report

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

Ian Bidmead FCA (Senior Statutory Auditor)
for and on behalf of Stanley Yule Chartered Accountants
Statutory Auditors
Waterside House
Waterside Business Park
1649 Pershore Road
Birmingham
West Midlands
B30 3DR

Date:

7. Statement of Financial Activities

NISHKAM SCHOOL TRUST

Statement of Financial Activities for the year ended 31 August 2020

				2020	2019
		Unrestricted fund £	Restricted funds £	Restricted Fixed Asset Funds £	Total funds £
	Notes				Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and capital grants	2	228	-	401,750	401,978
Charitable activities					
Funding for the academy's educational operations	3	-	11,322,628	-	11,322,628
Other trading activities	4	505,595	-	-	505,595
Investment income	5	1,391	-	-	1,391
Total		507,214	11,322,628	401,750	12,231,592
EXPENDITURE ON Charitable activities					
Academy's educational operations		507,214	11,435,135	1,308,163	13,250,512
Total	6	-	11,435,135	1,308,163	13,250,512
NET INCOME/(EXPENDITURE)		-	(112,507)	(906,413)	(1,018,920)
Transfers between funds	18	-	(291,875)	291,875	-
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit schemes		-	(586,005)	-	(586,005)
Net movement in funds		-	(990,387)	(614,538)	(1,604,925)
RECONCILIATION OF FUNDS					
Total funds brought forward		-	772,515	36,181,286	36,953,801
TOTAL FUNDS CARRIED FORWARD		-	(217,872)	35,566,748	35,348,876

The notes form part of these financial statements

10. Notes to the Statement of Cash Flows

NISHKAM SCHOOL TRUST

Notes to the Statement of Cash Flows for the year ended 31 August 2020

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(1,018,920)	(727,557)
Adjustments for:		
Depreciation charges	1,308,161	1,313,112
Capital grants from DfE/ESFA	(401,749)	(447,337)
Profit on disposal of fixed assets	-	(400)
Interest received	(1,391)	(1,406)
Administration charges	1,000	-
Defined benefit scheme finance costs	40,000	34,000
Decrease in debtors	160,320	1,710,437
Increase/(decrease) in creditors	87,290	(1,660,700)
Difference between pension charge and cash contributions	<u>334,995</u>	<u>269,821</u>
Net cash provided by operations	<u>509,706</u>	<u>489,970</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.19 £	Cash flow £	At 31.8.20 £
Net cash			
Cash at bank	<u>2,728,590</u>	<u>218,221</u>	<u>2,946,811</u>
Total	2,728,590	218,221	2,946,811

The notes form part of these financial statements

11. Notes to the Financial Statements

NISHKAM SCHOOL TRUST

Notes to the Financial Statements for the year ended 31 August 2020

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statement of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS102), 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 2019 to 2020 issued by EFA, the Charities Act 2011 and the Companies Act 2006.

Nishkam School Trust meets the definition of a public benefit entity under FRS 102.

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 significantly doubt on the ability of the company 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.

Income

All incoming resources are recognised when the academy trust has entitlements 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 period is deducted from income and recognised as a liability.

Capital grants are recognised when there is an unconditional entitlement to the grant. Unspent amounts of capital grant are reflected in the balance 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.

Sponsorship income

Sponsorship income is provided to the academy trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

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 period it is receivable and to the extent the academy trust has provided the goods or services.

continued...

**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

1. ACCOUNTING POLICIES - continued**Income****Donated goods, facilities and services**

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

Expenditure

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

Expenditure on Raising Funds

This includes all expenditure incurred by the academy trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and not-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.

Intangible assets

Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment. Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Computer software - 20% on cost

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 25% on cost, and 20% on cost
Leasehold	- 2% on cost
Fixtures and Fittings	- 25% on cost
Motor Vehicle	- 25% on cost
Computer equipment	- 25% on cost

continued...

**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

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.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

Nishkam Primary School opened in September 2011. Nishkam High School opened in September 2012. Nishkam School West London opened in September 2013. Assets used specifically in each school have been depreciated from the relevant dates.

A review for impairment of a fixed assets is carried out if events or changes in circumstances indicate that the carrying value of any fixed assets may not be recoverable. Shortfall between the carrying value of fixed assets and their recoverable amount are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

Financial instruments

The academy trust only holds basic financial instruments as defined in FRS102. The financial assets and financial liabilities of the academy trust and their measurements basis 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 16. Prepayments are not financial instrument.

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 instrument, and are measured at amortised costs as detailed in note 17. Taxation and social security are not included in the financial instrument disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement as already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

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.

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.

continued...

1. ACCOUNTING POLICIES - continued

Fund accounting

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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 Education Funding Agency.

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

Under the academy's funding agreement there is no limit on the amount of GAG to carry forward. from one year to the next.

Operating leases

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

Pension costs and other post-retirement benefits

Retirement benefits to employees of the academy trust are provided by the Teacher's 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 substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective unit credit method. The 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 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 interests on the net defined 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 use 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.

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.

continued...

1. ACCOUNTING POLICIES - continued

Provisions

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Leased Assets

Rentals under operating leases are charged on a straight line basis over the lease term.

Critical accounting estimates and areas of judgement

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2020. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

2. DONATIONS AND CAPITAL GRANTS

	2020	2019
	£	£
Donations	228	730
DfE/ESFA Capital Grants	<u>401,750</u>	<u>223,668</u>
	<u>401,978</u>	<u>224,398</u>

Grants received, included in the above, are as follows:

	2020	2019
	£	£
DfE Capital Grant	<u>401,750</u>	<u>223,668</u>

continued...

**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

3. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
DfE/ESFA General Annual Grant	-	11,299,216	11,299,216	10,128,101
Local authority funding	-	23,412	23,412	24,997
	<u>-</u>	<u>11,322,628</u>	<u>11,322,628</u>	<u>10,153,098</u>

4. OTHER TRADING ACTIVITIES

	2020 £	2019 £
Parental contribution	432,219	652,903
Hire of facilities	25,631	40,071
Catering income	5,041	8,631
Activities for generating funds	42,704	17,554
	<u>505,595</u>	<u>719,159</u>

5. INVESTMENT INCOME

	2020 £	2019 £
Deposit account interest	1,391	1,406

6. EXPENDITURE

	Non-pay expenditure			2020	2019
	Staff costs £	Premises £	Other costs £	Total £	Total £
Charitable activities					
Academy's educational operations					
Direct costs	7,631,934	-	575,660	8,207,594	7,062,645
Allocated support costs	1,371,708	780,619	2,890,591	5,042,918	4,762,973
	<u>9,003,642</u>	<u>780,619</u>	<u>3,466,251</u>	<u>13,250,512</u>	<u>11,825,618</u>

continued...

**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

6. EXPENDITURE - continued

Net income/(expenditure) is stated after charging/(crediting):

	2020	2019
	£	£
Auditors' remuneration	18,371	19,300
Auditors' remuneration for non audit work	2,600	6,120
Accountancy charges	78,435	75,745
Depreciation - owned assets	1,299,883	1,299,925
Hire of plant and machinery	96,277	34,814
Surplus on disposal of fixed assets	-	(400)
Computer software amortisation	8,278	13,187

7. CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
Direct costs	-	8,207,594	8,207,594	7,062,645
Support costs	507,214	4,535,704	5,042,918	4,762,973
	507,2014	12,743,298	13,250,512	11,825,618

	2020 Total £	2019 Total £
Analysis of support costs		
Support staff costs	1,371,708	1,190,854
Depreciation	1,308,163	1,313,117
Technology costs	311,394	242,937
Premises costs	780,619	742,151
Catering	333,665	402,499
Insurance	54,356	60,824
Cleaning costs	196,402	185,024
Pension costs	40,000	34,000
Other support costs	547,205	491,022
Governance costs	99,406	100,545
Total support costs	5,042,918	4,762,973

continued...

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

Analyses of direct costs

	2020	2019
	£	£
Staff costs	7,631,934	6,255,732
Educational supplies	396,816	459,702
Examination fees	81,422	74,641
Staff development	79,372	59,687
Educational consultancy	<u>18,050</u>	<u>212,883</u>
	<u><u>8,207,594</u></u>	<u><u>7,062,645</u></u>

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 August 2020 nor for the year ended 31 August 2019.

Trustees' expenses

During the year ended 31 August 2020, travel and subsistence expenses totalling £2479 were reimbursement or paid directly to trustees (2019: 2,012).

10. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	6,481,585	5,420,614
Social security costs	625,845	524,346
Operating costs of defined benefit pension schemes	<u>1,667,304</u>	<u>1,103,343</u>
	<u>8,774,734</u>	7,048,303
Supply teacher costs	127,062	264,279
Sub-Contractor	<u>101,846</u>	<u>134,004</u>
	<u><u>9,003,642</u></u>	<u><u>7,446,586</u></u>

Staff restructuring costs comprise:

	2020	2019
	£	£
Severance pay	12,267	-

continued...

10. STAFF COSTS - continued

The average number of persons (including senior management team) employed by the charitable company during the year was as follows:

	2020	2019
Teachers	126	114
Educational support staff	31	28
Non-teaching staff	<u>44</u>	<u>44</u>
	<u>201</u>	<u>186</u>

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

	2020	2019
£60,001 - £70,000	4	4
£70,001 - £80,000	1	-
£80,001 - £90,000	1	1
£90,001 - £100,000	-	1
£100,000 - 110,000	<u>1</u>	<u>-</u>
	<u>7</u>	<u>6</u>

The 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 £604,249 (2019: £619,776).

The Head Teacher and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of Head Teacher and staff, and not in respect of their services as Governors. Other Governors did not receive any payments, other than expenses from the academy trust in respect of their role as Governor.

Trustees did not receive any remuneration.

continued...

11. TRUSTEES' AND OFFICERS' INSURANCE

The charitable company has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Restricted Fixed Asset Funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and capital grants	-	729	223,669	224,398
Charitable activities				
Funding for the academy's educational operations	-	10,153,098	-	10,153,098
Other trading activities	719,159	-	-	719,159
Investment income	1,406	-	-	1,406
Total	720,565	10,153,827	223,669	11,098,061
EXPENDITURE ON				
Charitable activities				
Academy's educational operations	720,565	9,792,336	1,312,717	11,825,618
Total	720,565	9,792,336	1,312,717	11,825,618
NET INCOME/(EXPENDITURE)	-	361,491	(1,089,048)	(727,557)
Other recognised gains/(losses)				
Actuarial gains/(losses) on defined benefit schemes	-	(518,179)	-	(518,179)
Net movement in funds	-	(156,688)	(1,089,048)	(1,245,736)
RECONCILIATION OF FUNDS				
Total funds brought forward	-	929,203	37,270,334	38,199,537
TOTAL FUNDS CARRIED FORWARD	-	772,515	36,181,286	36,953,801

continued...

Notes to the Financial Statements - continued
for the year ended 31 August 2020

13. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 September 2019 and 31 August 2020	<u>65,936</u>
AMORTISATION	
At 1 September 2019	49,798
Charge for year	<u>8,278</u>
At 31 August 2020	<u>58,076</u>
NET BOOK VALUE	
At 31 August 2020	<u>7,860</u>
At 31 August 2019	<u>16,138</u>

14. TANGIBLE FIXED ASSETS

	Long leasehold £	Improvement to property £	Fixtures and fittings £
COST			
At 1 September 2019	26,792,503	12,761,170	1,872,536
Additions	<u>302,418</u>	<u>216,405</u>	<u>32,619</u>
At 31 August 2020	<u>27,094,921</u>	<u>12,977,575</u>	<u>1,905,155</u>
DEPRECIATION			
At 1 September 2019	815,486	2,343,529	1,171,266
Charge for year	<u>665,690</u>	<u>387,487</u>	<u>170,097</u>
At 31 August 2020	<u>1,481,176</u>	<u>2,731,016</u>	<u>1,341,363</u>
NET BOOK VALUE			
At 31 August 2020	<u>25,613,745</u>	<u>10,246,559</u>	<u>563,792</u>
At 31 August 2019	<u>25,977,017</u>	<u>10,417,641</u>	<u>701,270</u>

continued...

Notes to the Financial Statements - continued
for the year ended 31 August 2020

14. TANGIBLE FIXED ASSETS - continued

	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 September 2019	63,493	288,068	41,777,770
Additions	-	142,183	693,625
At 31 August 2020	63,493	430,251	42,471,395
DEPRECIATION			
At 1 September 2019	63,493	40,190	4,433,964
Charge for year	-	76,609	1,299,883
At 31 August 2020	63,493	116,799	5,733,847
NET BOOK VALUE			
At 31 August 2020	-	313,452	36,737,548
At 31 August 2019	-	247,878	37,343,806

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade debtors	11,708	10,639
Other debtors	63,164	73,004
VAT	87,292	202,146
Prepayments	145,891	182,586
	<u>308,055</u>	<u>468,375</u>

continued...

Notes to the Financial Statements - continued
for the year ended 31 August 2020

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	213,333	412,200
Social security and other taxes	324,706	238,799
Other creditors	212,724	174,223
Accruals and deferred income	399,747	365,039
Accrued expenses	<u>351,888</u>	<u>224,847</u>
	<u>1,502,398</u>	<u>1,415,108</u>

Deferred Income

	2020	2019
	£	£
Deferred income brought forward less spend	365,039	10,137
Resources deferred during the year	<u>34,708</u>	<u>354,902</u>
	<u>399,747</u>	<u>385,039</u>

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2020			
	Unrestricted	Restricted	Restricted	Total
	fund	funds	Fixed	funds
	£	£	Asset	£
			Funds	
			£	
Fixed assets	-	-	36,745,408	36,745,408
Current assets	-	3,254,866	-	3,254,866
Current liabilities	-	(323,738)	(1,178,660)	(1,502,398)
Pension liability	-	<u>(3,149,000)</u>	-	<u>(3,149,000)</u>
	<u>-</u>	<u>(217,872)</u>	<u>35,566,748</u>	<u>35,348,876</u>

continued...

Notes to the Financial Statements - continued
for the year ended 31 August 2020

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS - continued

Comparative information in respect of the preceeding period is as follows:

	Unrestricted fund £	Restricted funds £	Restricted Fixed Asset Funds £	2019 Total funds £
Fixed assets	-	-	37,359,944	37,359,944
Current assets	-	3,196,965	-	3,196,965
Current liabilities	-	(236,450)	(1,178,658)	(1,415,108)
Pension liability	-	(2,188,000)	-	(2,188,000)
	<u>-</u>	<u>772,515</u>	<u>36,181,286</u>	<u>36,953,801</u>

18. MOVEMENT IN FUNDS

	At 1.9.19 £	Net movement in funds £	Transfers between funds £	At 31.8.20 £
Restricted funds				
Restricted General Funds	2,960,515	262,488	(291,875)	2,931,128
Restricted Fixed Asset Funds	36,181,286	(906,413)	291,875	35,566,748
Pension Reserve	(2,188,000)	(961,000)	-	(3,149,000)
	<u>36,953,801</u>	<u>(1,604,925)</u>	<u>-</u>	<u>35,348,876</u>
TOTAL FUNDS	<u>36,953,801</u>	<u>(1,604,925)</u>	<u>-</u>	<u>35,348,876</u>

continued...

Notes to the Financial Statements - continued
for the year ended 31 August 2020

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Unrestricted General Funds	507,214	(507,214)	-	-
Restricted funds				
Restricted General Funds	11,322,628	(11,060,140)	-	262,488
Restricted Fixed Asset Funds	401,750	(1,308,163)	-	(906,413)
Pension Reserve	-	(374,995)	(586,005)	(961,000)
	<u>11,724,378</u>	<u>(12,743,298)</u>	<u>(586,005)</u>	<u>(1,604,925)</u>
TOTAL FUNDS	<u>12,231,592</u>	<u>(13,250,512)</u>	<u>(586,005)</u>	<u>(1,604,925)</u>

Comparatives for movement in funds

	At 1.9.18 £	Net movement in funds £	At 31.8.19 £
Restricted funds			
Restricted General Funds	2,295,203	665,312	2,960,515
Restricted Fixed Asset Funds	37,270,334	(1,089,048)	36,181,286
Pension Reserve	(1,366,000)	(822,000)	(2,188,000)
	<u>38,199,537</u>	<u>(1,245,736)</u>	<u>36,953,801</u>
TOTAL FUNDS	<u>38,199,537</u>	<u>(1,245,736)</u>	<u>36,953,801</u>

continued...

NISHKAM SCHOOL TRUST

**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
Unrestricted General Funds	720,565	(720,565)	-	-
Restricted funds				
Restricted General Funds	10,153,827	(9,488,515)	-	665,312
Restricted Fixed Asset Funds	223,669	(1,312,717)	-	(1,089,048)
Pension Reserve	<u>-</u>	<u>(303,821)</u>	<u>(518,179)</u>	<u>(822,000)</u>
	<u>10,377,496</u>	<u>(11,105,053)</u>	<u>(518,179)</u>	<u>(1,245,736)</u>
TOTAL FUNDS	<u>11,098,061</u>	<u>(11,825,618)</u>	<u>(518,179)</u>	<u>(1,245,736)</u>

Restricted general funds

These funds relate to Government funding for the provision of education by the Charitable Company. The General Annual Grant is revenue from the ESFA, from which the academy is expected to meet its day to day running cost.

Restricted fixed asset funds

These funds include grants used for the building works and the purchase of furniture, equipment and ICT equipment. Fixed asset purchases from Department for Education grants are subject to restrictions under the school's funding agreement with the Department for Education.

The grants are released over the useful life of the acquired assets.

Under the funding agreement with the Secretary of State, the academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2020.

continued...

**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

18. MOVEMENT IN FUNDS - continued
Analysis of Academies by Fund Balance

	2020	2019
	£	£
Nishkam High School	1,639,028	1,405,622
Nishkam Primary School	1,148,945	1,121,220
Nishkam School West London	(20,061)	279,491
Nishkam School Wolverhampton	60,147	154,182
Nishkam School Trust	<u>103,069</u>	<u>0</u>
Total before fixed asset fund and pension reserve	2,931,128	2,960,515
Restricted fixed asset	35,566,748	36,181,286
Actuarial Loss	<u>(3,149,000)</u>	<u>(2,188,000)</u>
Total	<u><u>35,348,876</u></u>	<u><u>36,953,801</u></u>

Analysis of Academies by Cost

Expenditure incurred by each academy during the year was as follows:

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total £
Nishkam High School	2,409,786	300,132	215,714	829,749	3,755,381
Nishkam Primary School	1,249,169	319,155	120,957	450,159	2,139,440
Nishkam School West London	2,729,479	401,596	155,312	541,628	3,828,015
Nishkam School Wolverhampton	1,164,949	157,336	56,907	326,454	1,705,646
Nishkam School Trust	78,551	193,489	26,770	175,057	473,867
	<u>7,631,934</u>	<u>1,371,708</u>	<u>575,660</u>	<u>2,323,047</u>	<u>11,902,349</u>

Central Service

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

	2020	2019
	£	£
Consultancy Charges	10,165	184,906
Other Costs	24,529	31,822
Human Resources	42,958	42,751
Technology Costs	8,164	199,799
Educational Supplies	16,605	16,514
Government costs	99,406	-
Staff Cost	<u>272,040</u>	<u>427,986</u>
	<u><u>473,867</u></u>	<u><u>903,778</u></u>

continued...

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2020

18. MOVEMENT IN FUNDS - continued

The Trust charges for these costs services as follows:

	2020	2019
Nishkam High School	131,496	286,905
Nishkam Primary School	100,416	217,385
Nishkam West London	155,884	259,408
Nishkam School Wolverhampton	86,071	140,080
	<u>473,867</u>	<u>903,778</u>

The trust charges for central services on the following basis:
Pupil number per school

During the year, the individual schools made a contribution to Nishkam School Trust of 6% of their annual Gag income.

19. PENSION AND SIMILAR OBLIGATIONS

Teachers' pension scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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 and in accordance with the Public Service Pensions (Valuations and Employers Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 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 services 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 period amounted to £1,030,303 (2019 - £604,342)

continued...

**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

19. PENSION AND SIMILAR OBLIGATIONS - continued

A copy of the valuation report and supporting documentation is on the Teachers' Pension website.

Under the definitions set out in FRS102, the TPS is an unfunded multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local government pension scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2020 was £344,580 (2019: £272,583), of which employer contributions totalled £302,005 (2019: £230,717) and employees' contribution totalled £42,575 (2019: £41,867). The agreed contributions rates for future years are 14.7% percent for employers and 5.5% percent for employees.

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.

The Trust has entered into an agreement with the local government to make additional pension contributions to reduce the deficit over the next 12 months.

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

	Defined benefit pension plans	
	2020	2019
	£	£
Present value of funded obligations	(5,617,000)	(3,513,000)
Fair value of plan assets	<u>2,468,000</u>	<u>1,325,000</u>
	(3,149,000)	(2,188,000)
Present value of unfunded obligations	<u>-</u>	<u>-</u>
Deficit	<u>(3,149,000)</u>	<u>(2,188,000)</u>
Net liability	<u>(3,149,000)</u>	<u>(2,188,000)</u>

continued...

Notes to the Financial Statements - continued
for the year ended 31 August 2020

19. PENSION AND SIMILAR OBLIGATIONS - continued

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

	Defined benefit pension plans	
	2020	2019
	£	£
Current service cost	637,000	499,000
Net interest from net defined benefit asset/liability	39,000	34,000
Admin charges	1,000	-
	<u>677,000</u>	<u>533,000</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2020	2019
	£	£
Opening defined benefit obligation	3,513,000	2,402,000
Current service cost	637,000	437,000
Contributions by scheme participants	86,000	74,000
Interest cost	68,000	65,000
Benefits paid	(22,000)	(60,000)
Curtailments	-	62,000
Experience loss(gain) on defined benefit obligation	790,000	-
Remeasurements:		
Actuarial (gains)/losses from changes in demographic assumptions	65,000	(176,000)
Actuarial (gains)/losses from changes in financial assumptions	480,000	709,000
	<u>5,617,000</u>	<u>3,513,000</u>

continued...

Notes to the Financial Statements - continued
for the year ended 31 August 2020

19. PENSION AND SIMILAR OBLIGATIONS - continued

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2020	2019
	£	£
Opening fair value of scheme assets	1,325,000	1,036,000
Contributions by employer	247,000	198,000
Contributions by scheme participants	86,000	74,000
Admin charges	(1,000)	-
Actuarial gains/(losses)	729,000	-
Benefits paid	(22,000)	(60,000)
Assets return less interest	75,000	46,000
Assets interest costs	29,000	31,000
	<u>2,468,000</u>	<u>1,325,000</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2020	2019
	£	£
Actuarial (gains)/losses from changes in demographic assumptions	(65,000)	176,000
Actuarial (gains)/losses from changes in financial assumptions	(480,000)	(709,000)
	<u>(545,000)</u>	<u>(533,000)</u>

continued...

Notes to the Financial Statements - continued
for the year ended 31 August 2020

19. PENSION AND SIMILAR OBLIGATIONS - continued

The major categories of scheme assets as amounts of total scheme assets are as follows:

West Midlands Pension Fund

	2020	2019
Equities	1,062,000	595,000
Gilts	205,000	94,000
Other Bonds	73,000	37,000
Property	142,000	81,000
Other	282,000	147,000
Cash	125,000	36,000
	<u>1,889,000</u>	<u>990,000</u>

London Borough of Hounslow Pension Fund

	2020	2019
Equities	349,000	206,000
Gilts	27,000	18,000
Other Bonds	67,000	30,000
Property	26,000	16,000
Absolute return portfolio	101,000	59,000
Cash	9,000	6,000
	<u>579,000</u>	<u>335,000</u>

The major categories of the schemes assets as amounts of total scheme assets are as follows:

West Midlands Pension Fund

	2020	2019
	%	%
Equities	55	60
Government Bonds	11	9
Other Bonds	4	4
Property	8	8
Cash/Liquidity	7	4
Other	15	15
	<u>100</u>	<u>100</u>

continued...

**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

19. PENSION AND SIMILAR OBLIGATIONS - continued
London Borough of Hounslow Pension Fund

	2020	2019
	%	%
Equities	59	61
Gilts	5	5
Other Bonds	12	9
Property	4	5
absolute return portfolio	18	18
Cash	2	2
	100	100

Principal actuarial assumptions at the Statement of Financial Position date (expressed as weighted averages):

Sensitivity analysis

West Midlands Pension Fund

	2020	2019
Discount Rate	1.65%	1.9%
Future salary increases	2.20%	3.65%
Future pension increases	3.20%	2.15%
Inflation assumption (CPI)0	1.0%	1.0%

London Borough of Hounslow Fund

	2020	2019
Discount Rate	1.65%	1.9%
Future salary increases	2.20%	3.65%
Future pension increases	3.20%	2.15%
Inflation assumption (CPI)0	1.0%	1.0%

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

West Midlands Pension Fund

	2020	2019
Retiring today		
Males	21.9	20.9
Females	24.1	23.2
Retiring in 20 years		
Male	23.8	22.6
Females	26.0	25.1

continued...

**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

19. PENSION AND SIMILAR OBLIGATIONS - continued**London Borough of Hounslow Pension Fund**

	2020	2019
Retiring today		
Males	21.3	20.6
Females	23.9	24.0
Retiring in 20 years		
Males	22.8	22.3
Females	25.5	25.8

20. RELATED PARTY DISCLOSURES

Owing to the nature of the academy trust's operations 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 directors have an interest. All transactions invoking such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

Guru Nanak Nishkam Sewak Jatha (Birmingham) UK

An unincorporated charity in which the Patron Mohinder Singh Ahluwalia was a trustee.

In September 2011 Nishkam School Trust entered into a 25 year lease relating to properties at 3 Soho Road and 9 to 11 Soho Road. Guru Nanak Nishkam Sewak Jatha (Birmingham) UK hold the freehold. A leasehold interest was held by Guru Nanak Education Trust.

Guru Nanak Nishkam Education Trust

A charity in which the Patron Mohinder Singh Ahluwalia was a Trustee.

Nishkam Civic Association

A Charity in which the Director Professor Upkar Singh Pardessi and the patron Mohinder Singh Ahluwalia were Trustees and the Chief Operation Officer is a director.

Nishkam Security Limited

A company in which the Patron Mohinder Singh Ahluwalia was a director.

Marg Sat Santokh Manufacturers Limited

A company in which the Patron Mohinder Singh Ahluwalia was a Director.

Nishkam Pharmacy Ltd

A 100% owned subsidiary of Nishkam Healthcare Trust in which trustee Mohinder Singh Ahluwalia has significant influence.

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**Notes to the Financial Statements - continued
for the year ended 31 August 2020**

20. RELATED PARTY DISCLOSURES - continued

	2020	2019
	£	£
Guru Nanak Nishkam Sewak Jatha (Birmingham) UK		
Donation received from GNNSJ		
Rent and service charges paid to GNNSJ	272,234	272,234
Guru Nanak Nishkam Education Trust		
Rent paid to GNNET	40,203	40,203
Rent fees received from GNNET	12,000	12,120
Goods and services recharged by GNNET	10,696	10,492
Goods and services provided to GNNET	5,306	7,160
Amount due from GNNET	6,000	-
Nishkam Civic Association		
Room hire, staff training and refreshments purchased from NCA	-	280
Nishkam Security Limited		
Security charges paid to NSL	18,191	13,942
Amount due to NSL	2,822	1,701
Marg Sat Santokh Manufactures Limited		
Goods purchased from MSS	4,340	1,279
Amount due to MSS	47	28
Nishkam Pharmacy Limited		
Goods purchased from NPL	207	316

21. AGENCY ARRANGEMENTS

For the year to 31 August 2020 the Trust received £12,337 bursary income and expensed £18,104.

continued...

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued
for the year ended 31 August 2020

22. OPERATING LEASE COMMITMENTS

At 31 August 2020 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

Land & Buildings

	2020	2019
	£	£
Amounts due within one year	217,101	217,101
Amounts due between one and five years	868,404	868,404
Amounts due after five years	<u>2,504,537</u>	<u>2,605,212</u>
	<u><u>3,590,042</u></u>	<u><u>3,960,717</u></u>

Operating leases

	2020	2019
	£	£
Amounts due within one year	47,094	10,053
Amounts due between one and five years	165,150	30,161
Amounts due after five years	<u>-</u>	<u>-</u>
	<u><u>212,244</u></u>	<u><u>44,762</u></u>

This page does not form part of the statutory financial statements

