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(England and Wales)
REGISTERED CHARITY NUMBER: 1143299



**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2016
FOR
NORTH TYNESIDE LEARNING TRUST**

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NORTH TYNESIDE LEARNING TRUST

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NORTH TYNESIDE LEARNING TRUST

CHAIR'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2016

Welcome to the sixth Annual Report and Accounts for North Tyneside Learning Trust. I do hope you enjoy reading about our recent activities and achievements and our exciting plans for the future.

It's been another incredibly exciting and eventful year for the Trust.

Over the past 12 months the Trust has focused its efforts in supporting schools to deliver a fully comprehensive, Careers Education Programme delivering employer led careers interventions commencing in pre-school and progressing all the way through to post 16 through the Trust World of Work project.

An exciting new model of School to School support has been established which has offered over 100 professional development events run by schools for schools to showcase and share the excellent practice that exists within Trust schools.

2016 witnessed the completion of four new school buildings across the Trust portfolio. Whitehouse Primary School opened the doors to the new school building for the first time in April 2016. The new Longbenton High School building opened in September 2016 along with Marden High School and finally the new John Spence High School building opened in November 2016.

Our regional activities have also gained pace with contract extensions secured for continued delivery of our Regional Science Learning Partnership, Great North Maths Hub and Apple Regional Training Centre.

December 2016 witnessed the departure of Ian Richardson from the Trust Board. Ian's business acumen and commercial perspective brought real strength to the Trust Board. Thank you Ian for your valuable support and commitment over the past 3 years.

Our 3 year Partnership Agreement with schools demonstrates a continued strong commitment to our collaborative partnership model. The success of the Trust owes much to the firm commitment of our schools, the valuable support of our employer partners, funders and sponsors and the dedication and commitment of our schools staff and volunteers. Many thanks to each and every one of you for your continuous commitment and support - without you none of this would have been possible.

The Government's Academies Agenda will undoubtedly present a number of challenges for the Trust and its schools in the months and years ahead but I am confident that our strong collaborative partnership model will ensure that the Trust and its schools are well positioned to navigate the system changes which lie ahead.

I remain incredibly proud and privileged to serve as the Chair of North Tyneside Learning Trust and very much look forward to continuing to work with you all in the year ahead.

David Baldwin
Chair, North Tyneside Learning Trust

NORTH TYNESIDE LEARNING TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2016

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2016. The trustees have adopted the provisions of 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) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Trust's objectives are set out in its Memorandum and Articles of Association, in summary the Trust's objective is 'to advance education, health and training for all children, young people and communities of North Tyneside and to promote community cohesion under the Education Acts'.

The Trust works closely with North Tyneside Council and the objective of the Trust supports the priorities of the North Tyneside Council Plan around Our People, Our Places and Our Economy.

Public benefit

Careful consideration is given to the Charity Commission's general guidance on public benefit and in particular on advancing education for the children and young people of North Tyneside when planning Trust activities.

Vision, Mission and Values

The Trust has an agreed Vision, Mission and Values Statement to ensure that everyone involved in the Trust can continue to work collaboratively with a common sense of purpose.

Our Vision

To provide excellent schools, delivering a world class education, enabling children and young people to realise their aspirations and reach their full potential.

Our Mission

- To improve education and life chances for all children and young people;
- To work in partnership with employers and higher and further education
- To raise achievement and transform learning through innovative, high quality teaching and creative curriculum development;
- To operate at the centre of research and development activity geared towards improving social mobility and tackling disadvantage;
- To strengthen pathways to further and higher education and employment; and
- To support the transformation of North Tyneside and the wider region into high wage, high skill economy characterised by enterprise, ambition and success.

Our Values

- Collaboration at the heart of everything we do;
- Improving standards, raising achievement and promoting excellence;
- Embracing innovation and creativity; and
- Levelling the playing field for all children and young people.

NORTH TYNESIDE LEARNING TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2016

OBJECTIVES AND ACTIVITIES

Strategic Priorities

- To strengthen Governance and Leadership in Trust schools;
- To support and secure School Improvement across all Trust schools;
- To increase participation and attainment in Science, Technology, Engineering and Maths (STEM) subjects;
- To increase progression to further and higher education;
- To support and invest in Apprenticeships;
- To build collaborative partnerships between schools, employers, and higher and further education providers;
- To create education to employment pathways;
- To engage in research and development activity geared towards improving social mobility and tackling disadvantage;
- To support the transformation of North Tyneside into a high wage, high skill economy; and
- To support early years development.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2016**

ACHIEVEMENT AND PERFORMANCE

Overview

The Trust has a 3 year Partnership Agreement in place with 46 individual schools and resources generated from agreements with partner schools is the primary source of income for the charity. Many Trust programmes and services are resourced from Partnership Agreement income and shaped directly by partner schools to ensure that the needs and priorities of schools continue to be met. The Trust delivers a number of regional activities which generate additional income and extend the Trust's offer to schools. The Trust has also been successful in developing partnerships and attracting grants from external companies and trusts to offer additional projects to schools.

Raising Standards and Improving Schools

School to School Support

An exciting new model of School to School Support was established in September 2016 which has offered over 100 professional development events run by schools for schools to showcase areas of excellent practice and share expertise between schools. The Trust provides host schools with a grant to cover development and delivery expenses and participating schools have been able to access support across a range of curriculum areas including Singapore Maths, Spelling and Phonics, Creative Literacy, Forest Schools, e-learning, Early Years, Modern Foreign Languages, and Managing Attendance.

School Improvement

The Trust School Improvement Function continues to represent a central part of the Trust offer to schools and now provides support to schools in Primary English, Primary Maths, Science, e-Learning and Behaviour. During 2016 the Trust school improvement team was further strengthened and extended through several key appointments. Two dedicated Behaviour Higher Level Teaching Assistant, Helen Glover and Elizabeth Smith, both linked to the Behaviour Outreach Team at Silverdale School were employed to work across Trust primary schools to share expertise around Special Educational Needs and Behaviour. Lindsey Hassan also joined the Trust School Improvement Team in September 2016 working part time alongside Wendy Mitcheson both as Primary Maths Lead Practitioners. Support with Maths will continue in 2017/18 through the appointment of Helen Chambers as Primary Maths Lead Practitioner. In addition, the Trust secured 4 part time French Language Assistants through the British Council in October 2016 to provide support to schools with Modern Foreign Languages. Two of the French Language Assistants Lola Seven and Manon Clement will be retained by the Trust in 2017/18 in order to continue support with MFL for Trust partner schools.

New Schools Open

2016 witnessed the completion of a number of exciting capital investment projects across Trust schools. Four new school buildings were completed within the Trust portfolio all funded through the Governments Priority Schools Building Programme. Whitehouse Primary School was the first new building completed, the £3m school opened for use in April 2016. The new £17m building at Longbenton High School opened for use in September 2016 along with the new £12m Marden High School and finally the £11m John Spence High School building opened for use in November 2016.

Supporting Outstanding Teaching

During 2016 the Trust provided over 300 CPD opportunities geared towards strengthening leadership and improving teaching and learning across schools. The Trust sponsored several programmes delivered through its Teaching Schools; Whitley Bay High School, George Stephenson High School and Churchill Community College including the Outstanding Teaching Programme, Outstanding Teaching Assistants Programme, Resident Ofsted Inspector Training and Every Lesson Outstanding.

**REPORT OF THE TRUSTEES
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ACHIEVEMENT AND PERFORMANCE

Teaching Leaders

The Trust is committed to strengthening leadership at all levels within schools. Working in partnership with Ambition School Leadership (formerly Teaching Leaders and Future Leaders) during 2016 the Trust has been able to develop a bespoke Teaching Leaders programme that will help develop the next generation of Leaders across partner schools. 13 Middle Leaders from across Trust partner schools including Stephenson Memorial, Benton, Hadrian Park, Carville, Wallsend Jubilee Primary schools and Grasmere Academy have been identified to embark on a Trust sponsored Teaching Leaders programme commencing in January 2017.

Thrive

The Trust recognises the importance of supporting mental health and wellbeing to enable learning and ensure that all children are able to thrive. During 2017 the Trust will be working with Thrive to offer schools the opportunity to train staff as Thrive Licensed Lead Practitioners in order to embed the Thrive approach across schools.

Programmes and Partnerships

Artsmark

During 2016 the Trust worked in partnership with Culture Bridge to provide funding and support to 10 schools to embark on Artsmark, the creative quality standard for schools accredited by the Arts Council England. Artsmark enables schools to plan and develop arts, culture and creativity across the curriculum. All 10 Trust schools participated in a bespoke Artsmark Development Day and each school was awarded £250 towards the application costs. The programme has proven to be hugely popular and successful with schools and the Trust plans to support a further 10 schools through Artsmark accreditation in 2017.

House of Objects Invention Sheds

During 2016 the Trust began working with House of Objects to install Invention Sheds on school sites. Invention Sheds are custom designed to offer a creative workspace and store for reclaimed waste materials which can be used to inspire creative skills learning and development. 6 Invention Sheds have so far been established on primary school sites with plans for a further 4 in development.

#TyneTogether2016

900 children from across 16 Trust Primary Schools participated in #TyneTogether2016 an ideas competition designed to encourage children to think of world changing ideas. Working in partnership with 7Billionideas, the Trust invited winning teams from each of the 16 schools to take part in a grand final competition and the winning team was awarded the opportunity to publish a book based on their idea.

Supporting SEN and Inclusion

Last year the Trust contributed towards the creation of a network of Lead SENCO's established to support the delivery effective SEN provision and services across schools. The Lead SENCO's have played an instrumental role in supporting newly appointed SENCO's across Trust schools. The Trust also sponsored the production of an Inclusion Video showcasing examples of inclusive ways of working from a Students perspective.

Apprenticeships

The Trust has continued to invest in the highly successful Apprenticeship Bursary Scheme which has to date resulted in the creation of 112 Apprenticeships for Trust school leavers.

High Borrans Leadership Programmes

The Trust continues to support Leadership programmes offered to children and young people in both Primary and Secondary education in partnership with High Borrans an outdoor residential education facility in Cumbria.

**REPORT OF THE TRUSTEES
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ACHIEVEMENT AND PERFORMANCE

This Is Creative Enterprise (TICE)

208 students from 7 Trust secondary schools participated in the TICE programme this year all gaining a valuable insight into careers in the creative and digital industries.

Engineering in Education

The Trust continues to work in partnership with the Engineering Development Trust to offer Students a range of curriculum enrichment activities geared towards encouraging an interest in engineering. Teams of Students from across Trust schools were once again sponsored to participate in the industry supported Engineering Education Scheme and Go4Set programmes.

Trust Star Awards

The Third Annual Trust Star Awards ceremony was hosted at The Assembly Rooms in Newcastle on 5th July 2016. 48 finalists from Trust schools attended the awards ceremony to have their achievements recognised. The Trust Star Awards honour and celebrate the achievements of children and young people across a range of areas including Leadership, Resilience, Inclusion, Volunteering and Fundraising. The value and popularity of Star Awards continues to grow with more schools participating and an increasing number of nominations received year on year. The Trust Star Awards were once again generously supported by Vision for Education as the main sponsor. Each of the 12 award categories also attracted individual company sponsorship and the Trust is incredibly grateful to all sponsors for their valuable support as without them, the Star Awards could not happen.

Regional Activity

Regional Science Learning Partnership

The Regional Science Learning Partnership led by the Trust continues to deliver a programme of training to teaching staff and technicians across Tyne and Wear and Northumberland delivering over 60 courses to 235 delegates during 2016. The Regional Science Learning Partnership has also been successful in attracting additional resources for Science across Trust schools.

Four Trust secondary schools; Whitley Bay High School, Norham High School, George Stephenson High School, Monkseaton, and four Trust middle schools Marden Bridge, Monkseaton, Wellfield and Valley Gardens have been supported through 'Let's Think Secondary Science' grant funding to extend the 'Let's Think' approach to science teaching which develops the intelligence of students by designing lessons geared towards improving thinking skills.

In June 2016 the Science Learning Partnership hosted a hugely successful Science Technicians Conference attracting delegates from 15 schools across the region. A second conference is planned for 2017 and the Technicians Conference is likely to feature as an annual event on the Science Learning Partnership programme.

The Trust bid to the National Science Learning Partnership to become a Genomics Hub was successful and two Biology Teachers from Trust schools have been trained as Lead Teachers in Genomics by the Sanger Institute in Cambridge. The Trust Genomics Hub is one of 10 created nationally to cascade training to local schools.

The Primary Science Innovation Network has continued to support primary schools with the delivery of the new science curriculum and a Triple Science Network has also been successfully established supporting 4 Trust secondary schools with the delivery of GCSE Biology, Chemistry and Physics.

**REPORT OF THE TRUSTEES
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ACHIEVEMENT AND PERFORMANCE

A further round of Physics Teacher Subject Specialism Training was also successfully delivered by George Stephenson High School to help increase the supply of GCSE physics teacher available across the region.

Great North Maths Hub

The Great North Maths Hub continues to extend its impact in schools across the region and is now delivering 24 projects, involving over 500 participants from over 300 schools. A network of primary and secondary maths specialists has been created to support schools and a comprehensive programme of training continues to be offered including the ever popular Annual Teacher Conference which this year attracted 270 Teachers from across the region.

The England China Exchange programme continued in 2016 with two Teachers fielded from the Great North Maths Hub. 150 Teachers were given the opportunity to observe Shanghai Maths Teaching methods through the programme this year. A further exchange visit involving a Maths Lead teacher selected from King Edward Primary School is planned for Autumn 2017.

The Maths Hub also plan to deliver Maths Teacher Subject Specialist Training to the first cohort of Teachers next year with a view to increasing the supply of GCSE Maths teachers available across the region.

Apple Regional Training Centre

The Trust's Apple Regional Training Centre established in July 2015 has continued to provide a diverse range of free CPD programmes to schools across the region as well as launching a number of new technology based opportunities for Trust schools. Apple RTC activity is led by the Trust e-Learning Lead Practitioner Laura Dickinson who this year achieved the prestigious Apple Distinguished Educator status.

GoNoodle

Over the past 12 months the Trust has been encouraging its schools to sign up to Go Noodle which helps make movement an integral part of the school day by encouraging participation in short interactive activities in the classroom. A mass GoNoodle event was staged by the Trust on 4 July 2016. The event attracted 900 pupils from 17 schools making it one of the single largest mass GoNoodle events ever held. Over 12 million children now engage in Go Noodle worldwide and it is widely recognised for its beneficial impact on behaviour and attention in class, improving academic performance and reducing childhood obesity.

iPad Band

In 2016 the Trust began working with Elsium's David Kirtlan to introduce iPad band to schools. An iPad band enables all learners to engage with music and take part in performances. 6 schools now have established iPad Bands and a further 6 bands will be formed in the coming year.

China Visit

E learning Lead Teachers from five Trust primary schools travelled to Schenzhen Province in China in November 2016 to deliver a conference for Chinese Teachers and Education Leaders as well as a programme of Workshops in individual schools. The trip helped further develop the Trust's international links with China and a second conference series is planned for 2017/18 involving Trust school students on the Digital Leaders Academy programme.

Careers Education and the World of Work

World of Work (WOW) Project

The Trust has continued to support schools with the provision of valuable careers education through the WOW project and now has over 230 businesses engaged to deliver employer led careers interventions and events across schools. Over 4000 children and young people participated in WOW events and activities this year.

**REPORT OF THE TRUSTEES
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ACHIEVEMENT AND PERFORMANCE

Working with industry specialists a package of Career Inspiration resources have been developed by the WOW project for use in Primary schools. The Career Inspiration Kits are designed to raise awareness about the different careers and employment sectors that exist and each Kit contains engaging activities linked to the sponsoring employer. A transport based Career Inspiration KIT has been developed in partnership with Nexus and is based on the Tyne and Wear Metro system. Each Kit contains a model Metro carriage and sets children a challenge to redesign the system in teams, each team member assuming a specific job role enabling children to better understand the broad range of careers linked to transport. The Career Inspiration Kits have proven to be a popular curriculum enrichment offer to schools and the Trust plans to work with additional employers to extend the range of Career Inspiration Kits available to primary schools in the year ahead.

The WOW project has also organised a series of large scale Careers Education events led by employers to offer secondary school students repeated exposure to valuable work role models and industry experts. Recruitment and Development Centre Days have been organised for Year 10 Students to provide first hand experience of employer recruitment and selection processes. Career Zone events which showcase careers across a range of different sectors have also been organised for Year 8 Students enabling them to meet representatives from industry and learn more about the entry routes to their career of choice.

WOW Project Delivery will be further extended in the year ahead with plans to deliver events and activities in every partner school.

Connexions Service

The Trust continues to work in very close partnership with the Connexions Service to ensure the delivery of comprehensive careers information, advice and guidance across schools. The Trust invested £84k to enable Trust schools to continue accessing the Connexion Service last year. Many Trust programmes including our flagship World of Work project complement provision through Connexions and additional investment is planned next year to further support this important area of work.

Careers Leadership and Careers Quality Award

In order to support the delivery of effective careers education the Trust is also keen to establish a qualified Careers Lead in every school. Last year the Trust invited schools to nominate staff to embark upon a Level 6 Diploma in Careers Guidance and Development and the programme will be repeated annually to enable all schools to have a qualified Careers Lead. The Trust is also encouraging schools to pursue a recognised quality award for careers education. The Inspiring IAG Quality Award will help ensure the delivery of high quality career education in Trust schools.

Online Careers education Tools

Several online careers education tools have also been secured for Trust schools to support the delivery of careers education. Trust secondary schools have been provided with access to Unifrog, an online careers platform containing information on a range of career pathways including Apprenticeships, Further Education courses and University study programmes. Trust schools have also had the opportunity to trial Grofar, an online careers education tool enabling schools to track and record individual Student careers interventions. This will support schools to identify and eradicate any gaps in provision. The Trust has also been working in partnership with Globalbridge to trial their new online platform allowing Students to create an online profile and showcase their talents to educational institutions and industry. Several schools are now offering Globalbridge to Students and the Trust has a profile page on the Globalbridge site.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2016**

ACHIEVEMENT AND PERFORMANCE

Strengthening Operational Capacity and Communications

Operational capacity within the Trust was strengthened in January 2016 with the appointment of Sam Gallilee as Trust Programme Manager with responsibility for managing the delivery of a range of Trust programmes and services to schools. Nicola Comrie and Mel Laidler also joined the Trust Core Team as part time Finance and Administration Assistants.

Several new electronic publications were introduced during 2016 to strengthen communications between the Trust and its partner schools. A weekly Trust e-News containing information on the latest news, events, training and offers available through the Trust is now issued to schools each Monday. Weekly Professional Development in Primary and Secondary Science circulars are also issued electronically to keep schools up to date with all of the Science CPD made available through the Trust Science Learning Partnership. A School to School Support Calendar is also issued weekly, advertising over 100 CPD opportunities made available through Trust schools across the academic calendar. A Current Opportunities Brochure provides schools with a half termly summary of all offers, opportunities and events made available to partner schools through the Trust. The Trust newsletter is also produced each term providing schools with current news updates and a summary of the Trust's offer to schools.

Strengthening Governance and Leadership

The Trust successfully appointed 33 new governors in the last 12 months and continues to support a network of over 70 Foundation Trust Governors across schools. Governors all supported by the Trust Governor Strategic Lead and receive half termly updates, induction training and regular briefings throughout the year to assist them with their important role in schools.

NORTH TYNESIDE LEARNING TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2016

FINANCIAL REVIEW

Going Concern

The Trustees have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it adopts the Going Concern basis in preparing these financial statements.

Business Review

These financial statements reflect the operational activity of the Trust. During the period the Trust received a total income of £0.541m (£0.593m in 2015).

The Trust's 3 year Partnership Agreement established with 46 individual schools in 2015 is the primary source of income for the Charity. Income from the Partnership Agreement will be in the region of £0.500m in 2017.

Costs for the year totalled £0.599m (£0.467m in 2015).

As an Educational Charity there is an assurance that all the income of the Trust must be applied for educational purposes. The resources received in year were applied to fulfil the charitable objectives of the Trust.

Financial and Risk Management Objectives and Policies

The Trust has developed a Finance Policy and Procedure and has formal operating procedures in place with agreed authorisation levels and controls for the administration of the Trust's financial resources.

The Trustees regularly review the finances at meetings. The money held by the Trust is monitored closely in terms of level of spend and appropriateness against the objective. Financial control over the Trust account is managed through a system of Trustee agreement and then two signatories to release funding.

Reserves totalled £1.399m as at 31 December 2016 (£1.456m in 2015).

Environment

The Trust recognises the role it has to play in protecting the environment. An Environmental Policy has been developed and the Trust is committed to encouraging all Trust schools to adhere to the principles established around waste management and recycling, energy and water consumption, purchasing, investments and learning in schools.

Reserves Policy

The Trustees review the reserve balances of the Trust annually at the year end. This review encompasses the nature of the income and expenditure streams, any Trust commitments and the nature of the reserves. The Trust reserves can be divided between:

- Restricted funds are those which cannot be readily realised and used for an alternative purpose, principally the restricted fixed assets reserve and the restricted funds reserve.

- Unrestricted funds are those which can be used freely to meet the objectives of the Trust and at 31 December 2016, these funds stood at £1.399m (£1.456m in 2015).

Investment Policy

During the year the Trust held all of its funds in an interest bearing current account.

The Trust continues to submit grant applications and pursue partnership opportunities in order to secure additional resources to spend on charitable activities. The Trust also pursues contracts for the delivery of services to schools in order to diversify its income stream.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2016**

FINANCIAL REVIEW

The Trust has developed an Investment policy to maximise the income available to invest in its charitable aims and safeguard the resources already secured. Trustees will review the Investment policy regularly in order to ensure that it remains fit for purpose as income levels increase.

North Tyneside Council continues to retain rate relief resources totalling £0.600m for future investment in Trust programmes to develop education to employment pathways and ensure young people are ready for work. A further £0.100m originally retained by the Council for future investment in observational technology to improve teaching and learning in schools also remains unallocated. The Trust will continue to work with the Council during 2017 and beyond to ensure that proposals to invest this resource meet the needs and priorities of our schools.

Plans for future periods

The Trust has ambitious plans for the future in line with its objectives.

Membership

- To retain the commitment of all Trust schools to a 3 year Partnership Agreement with the Trust;
- To negotiate and launch a Partnership Agreement arrangement with schools for 2018/19 and beyond; and
- To actively engage employer partners in a programme of activities to support schools to deliver careers education, develop employability skills and improve the performance of our children and young people.

Strengthening Governance and Leadership

- To secure and maintain two Trust Governors on each Trust School Governing Body.

Operational Programmes

- To work in partnership with schools and North Tyneside Council to accelerate school improvement; and
- To secure further apprenticeships to reduce the chances of young people becoming NEET.

Strategic Work

- To successfully deliver the Regional Science Learning Partnership contract and secure a further contract extension;
- To successfully lead the Great North Maths Hub and extend its reach to more schools cross the region;
- To deliver a programme of free training and support for schools across the region through the Apple Regional Training Centre; and
- To develop partnerships with companies, higher and further education institutions, charities and trusts to enhance and enrich the curriculum and introduce new approaches to teaching and learning.

Future Investments

The Trust continues to retain a healthy unrestricted reserve balance on the accounts totalling £1.440m at the end of 2016 to support the continuation of our work. The majority of this resource will be committed to educational programmes which benefit our member schools. The financial resources available to us will also enable us to cover our core costs over the next year and in doing so enable us to continue our work to deliver long term strategic interventions and transformational improvements in education. During 2017 the Trust will also seek to invest a proportion of its resources into the 3 year partnership agreement with schools.

NORTH TYNESIDE LEARNING TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2016

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

North Tyneside Learning Trust is a company limited by guarantee (company number 07353837, incorporated on 23 August 2010) and a registered Charity. The Memorandum and Articles of Association are the primary documents governing the Trust.

Members' Liability

The liability of the members of the charitable company is limited. Each member of the charitable company undertakes to contribute such amount as may be required (not exceeding £10) upon winding up of the charitable company.

Recruitment and appointment of new trustees

The Trustees of North Tyneside Learning Trust act as Directors of the charitable company for the purposes of Company Law. Details of Trustees who served throughout the year are included in the Reference and Administrative Details section on page 14. The Articles of Association provide for the appointment of Trustees, drawn from each of the principal constituencies, with School Directors in the majority.

The current Board comprises of 9 members:

- Five drawn from Schools;
- Two drawn from Employer partners;
- One drawn from Further Education/Higher Education partners; and
- One drawn from North Tyneside Council.

The Chair is drawn from the school directors. Appointment and removal of Directors is subject to any restrictions imposed by the Education Acts.

Induction and training of new trustees

The Trust has a formal policy and procedure covering the recruitment, induction and training of Trustees. All new Trustees are provided with an induction pack and receive a formal induction on appointment.

Trustees are provided with access to appropriate training during their appointment to the board. This training covers the roles and responsibilities of acting as a Trustee.

NORTH TYNESIDE LEARNING TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2016

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The charitable company comprises of 66 members (44 schools, 22 Employer Partners). These members are made up of Trust Schools, Employers, Higher Education establishments, Diocesan Authorities and the Local Authority. The members of the company determine the objectives of the Trust and appoint Trustees to the Trustee Board. The Board acts as Directors for the purposes of Company Law.

The Trustee Board is responsible for establishing strategic priorities, determining policy, approving new programmes and expenditure and the appointment of Governors to the Trust School members' Governing Body. The Trustee Board comprises of a minimum of one representative of each of the following: the Employer members, the Higher Education members, the Local Authority and four representatives of the Trust School members. During the course of the period the Trustee Board formally met 5 times. The Trust has a Chief Executive to support the Trustee Board in strategic and operational planning and to lead on the development of programmes and partnerships to deliver the Trust's objectives.

The Chief Executive also acts as the registered Company Secretary and is based at the Trust core team office at Norham High School. Senior staff are employed on local government pay and conditions and the grade and salary scale was determined by a job evaluation. Any increase is determined by the local government cost of living settlement. The pay of senior staff is reviewed at the end of each contract period (every two years) by the Trust Board. Operational capacity has also been secured through Trust members. Under the Articles of Association decisions are made by majority vote, except for land decisions which are made by resolution.

The Trustees receive no remunerations for acting as Trustees.

At the annual members' meeting the Chief Executive and Trustees report back to members and discuss the future direction of the Trust in order to meet its objectives.

Related parties

The Trust works closely, in collaboration, with North Tyneside Council. Historically the Trust was commissioned by North Tyneside Council to deliver a transformative learning and skills programme focussing on school improvement, curriculum and pedagogic innovation, transforming learning environments, research and development and Early Years and Family Support. This commissioning arrangement ceased at the end of March 2015.

In April 2015 the Trust established a 3 year Partnership Agreement directly with schools. A partnership fee is levied at each individual school. This has enabled the Trust to continue operating on the collaborative partnership model on which the organisation is based. The Partnership Agreement with the schools generated income totalling £0.495m in 2016. The 3 year agreement provides the Trust with medium term funding certainty enabling the Trust to offer greater continuity in the provision of services to schools.

The Trust also works closely with North Tyneside Academy Foundation. The Chair of the Board and one of the Employer Directors of North Tyneside Learning Trust are also Directors on the Board of the North Tyneside Academy Foundation.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2016**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk Management

The Trust has developed a risk register which identifies the main areas of risk facing the charity across five key areas (Governance, Operations, Finance, External and Legal). Each risk has been scored using an impact/likelihood calculation and controls have been established to mitigate the risks identified. Board Directors receive a six monthly update report and the Risk Register is reviewed annually.

Income Stream

The Trust currently has a 3 year Partnership Agreement in place with 46 individual schools and this is the primary income stream for the organisation. The existing Partnership Agreement with schools comes to an end in March 2018. There is a risk that with ever increasing pressures on school budgets, some schools may fail to honour their funding commitment or choose to leave the Partnership Agreement early which could ultimately result in a reduction in income for the Trust. In order to mitigate this risk, the Trust service offer to schools is shaped directly by partner schools, ensuring that services meet the needs and priorities of members. The Trust hosts regular partner school engagement events to shape Trust programmes, priorities and strategic direction. All 46 partner schools have committed to year two of the Partnership Agreement.

The Trust continues to explore opportunities to diversify its income stream and secure additional resources to deliver the Trust's priorities. During 2016 the Trust continued to successfully deliver a regional Science Learning Partnership contract which served to generate income and provide additional support to member schools. Funding to continue the Trust's Regional Maths Hub contract delivered through Churchill Community College has also been confirmed to 2018. A funding application has also been submitted to continue the Science Learning Partnership to 2018.

Academies Agenda

Academy conversion is the recognised direction of travel for all schools under current Government Policy. Schools judged to be failing by Ofsted are at risk of forced academy conversion and this presents a risk to Trust school membership. In order to mitigate this risk the Trust is supporting all schools to maintain standards and achieve improvements. During 2017 the Trust will continue to host briefing sessions and engagement events for member schools to explore the options for future operating models and school structures and to ensure Trust services continue to meet the needs and priorities of member schools.

Trust Governors

Maintaining the Trust commitment to the appointment of two Foundation Governors on the Governing Body of every school remains a key challenge for the Trust. A Trust Governor Strategic Lead has been engaged to assist the Trust in delivering an effective Trust Governor recruitment, development and support strategy.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

07353837 (England and Wales)

Registered Charity number

1143299

Registered office

Churchill Community College
Churchill Street
Wallsend
Tyne and Wear
NE28 7TN

NORTH TYNESIDE LEARNING TRUST

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2016**

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Mr D M Baldwin (Chair)
Dr J E Delany
Mr P Gannon
Cllr I Grayson
Mr D I Hodgson
Mr P Latham
Mrs E J Overton
Mr I Richardson - resigned 2/12/2016
Mrs T A Crowder-Cloe

Senior Management Team

Mrs K Ellis (Chief Executive)

Company Secretary

Mrs K Ellis

Independent examiner

Read, Milburn & Co
71 Howard Street
North Shields
Tyne and Wear
NE30 1AF

Bankers

The Co-operative Bank plc
PO Box 1011
1 Balloon Street
Manchester
M60 4EP

Solicitors

Schofield Sweeney
Church Bank House
Church Bank
Bradford
BD1 4DY

Approved by order of the board of trustees on 22.09.2017 and signed on its behalf by:



Mr D M Baldwin (Chair) - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NORTH TYNESIDE LEARNING TRUST

I report on the accounts for the year ended 31 December 2016 set out on pages eighteen to twenty seven.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statements below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with Section 386 and 387 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of 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) (effective 1 January 2015)

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
NORTH TYNESIDE LEARNING TRUST**



Nicholas Liley, FCA
Institute of Chartered Accountants in England and Wales
Read, Milburn & Co
71 Howard Street
North Shields
Tyne and Wear
NE30 1AF

Date: 25th September 2017

NORTH TYNESIDE LEARNING TRUST

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2016

		2016 Unrestricted fund £	2015 Total funds £
INCOME AND ENDOWMENTS FROM	Notes		
Donations and legacies	2	538,689	589,807
Investment income	3	3,253	3,517
Total		<u>541,942</u>	<u>593,324</u>
EXPENDITURE ON			
Charitable activities	4		
Charitable activities		579,969	448,468
Other		19,143	19,085
Total		<u>599,112</u>	<u>467,553</u>
NET INCOME/(EXPENDITURE)		<u>(57,170)</u>	<u>125,771</u>
RECONCILIATION OF FUNDS			
Total funds brought forward		1,456,368	1,330,597
TOTAL FUNDS CARRIED FORWARD		<u><u>1,399,198</u></u>	<u><u>1,456,368</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

NORTH TYNESIDE LEARNING TRUST

BALANCE SHEET AT 31 DECEMBER 2016

	Notes	2016 Unrestricted fund £	2015 Total funds £
CURRENT ASSETS			
Debtors	9	263,132	152,438
Cash at bank		1,354,757	1,598,578
		<u>1,617,889</u>	<u>1,751,016</u>
CREDITORS			
Amounts falling due within one year	10	(218,691)	(294,648)
		<u>1,399,198</u>	<u>1,456,368</u>
NET CURRENT ASSETS			
		<u>1,399,198</u>	<u>1,456,368</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>1,399,198</u>	<u>1,456,368</u>
NET ASSETS			
		<u>1,399,198</u>	<u>1,456,368</u>
FUNDS	12		
Unrestricted funds		<u>1,399,198</u>	<u>1,456,368</u>
TOTAL FUNDS		<u>1,399,198</u>	<u>1,456,368</u>

The notes form part of these financial statements

NORTH TYNESIDE LEARNING TRUST

BALANCE SHEET - CONTINUED
AT 31 DECEMBER 2016

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2016.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2016 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 22.09.2017 and were signed on its behalf by:

A handwritten signature in black ink, appearing to be 'D. Baldwin', written over a dotted line.

Mr D M Baldwin (Chair) -Trustee

The notes form part of these financial statements

NORTH TYNESIDE LEARNING TRUST

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2016

	Notes	2016 £	2015 £
Cash flows from operating activities:			
Cash generated from operations	16	(242,074)	278,143
Net cash provided by (used in) operating activities		<u>(242,074)</u>	<u>278,143</u>
Cash flows from investing activities:			
Interest received		3,253	3,517
Net cash provided by (used in) investing activities		<u>3,253</u>	<u>3,517</u>
Cash flows from financing activities:			
Loan repayments in year		(5,000)	-
Net cash provided by (used in) financing activities		<u>(5,000)</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		<u>(243,821)</u>	<u>281,660</u>
Cash and cash equivalents at the beginning of the reporting period		<u>1,598,578</u>	<u>1,316,918</u>
Cash and cash equivalents at the end of the reporting period		<u><u>1,354,757</u></u>	<u><u>1,598,578</u></u>

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2016**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants received

Grants are included in the Statement of Financial Activities on a received basis. Where the income is received for a specific purpose it is recognised as a restricted fund in the Statement of Financial Activities and if not expended during the period is shown in the relevant fund on the Balance Sheet. Where income is received in advance of entitlement the recognition is deferred and included in creditors as deferred income. Where a condition exists which prevents recognition of the income, a contingent asset is disclosed where it is probable that the condition will be met in the future.

Partnership Agreement

Under the terms of the Partnership Agreement individual member schools make a financial contribution to the Trust and in return are eligible to participate in the programmes and services offered by the Trust during the three years ending 31 March 2018. It is therefore considered appropriate for the income received from member schools to be allocated to the accounting periods covered by the Partnership Agreement.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2016**

2. DONATIONS AND LEGACIES

	2016 £	2015 £
Grants	532,689	583,437
Sponsorship - Star Awards	6,000	6,370
	<u>538,689</u>	<u>589,807</u>

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

	2016 £	2015 £
Dedicated Schools Grant	-	246,173
Primary Science Network	2,000	2,000
Science Learning Partnership Grant	-	30,941
Partnership Arrangement	495,121	304,323
STEM Grant	10,315	-
Other Income	15,965	-
Sheffield Hallam	9,288	-
	<u>532,689</u>	<u>583,437</u>

3. INVESTMENT INCOME

	2016 £	2015 £
Interest receivable	<u>3,253</u>	<u>3,517</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct costs £	Totals £
Charitable activities	<u>579,969</u>	<u>579,969</u>

5. NET INCOME/(EXPENDITURE)

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

	2016 £	2015 £
Independent Examiner's remuneration (including irrecoverable VAT)	<u>1,500</u>	<u>1,440</u>

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2016**

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2016 nor for the year ended 31 December 2015.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2016 nor for the year ended 31 December 2015.

7. STAFF COSTS

	2016 £	2015 £
Wages and Salaries	274,371	236,390
National Insurance	28,130	19,536
Superannuation	45,399	36,601
	<u>347,900</u>	<u>292,527</u>

The average monthly number of employees during the year was as follows:

	2016	2015
Management	1	1
Seconded staff	13	17
	<u>14</u>	<u>18</u>

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

	2016	2015
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-
	<u>1</u>	<u>1</u>

The charity's key management personnel comprise the Trustees and the Senior Management Team. The total employee benefits of the key management personnel were £91,817 (2015 - £83,429).

North Tyneside Learning Trust did not directly employ any staff during the period. The staff costs disclosed relate to the Chief Executive and support staff who were seconded to the Trust by Churchill Community College and a number of teaching staff who are fully or partly seconded by the Governing Body of Trust school members.

Due to the arrangement between the employing organisations and North Tyneside Learning Trust in terms of seconded staff, their costs are included with the Statement of Financial Activities.

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2016**

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	589,807
Investment income	3,517
Total	593,324
 EXPENDITURE ON	
Charitable activities	
Charitable activities	448,468
Other	19,085
Total	467,553
 NET INCOME/(EXPENDITURE)	125,771
 RECONCILIATION OF FUNDS	
Total funds brought forward	1,330,597
 TOTAL FUNDS CARRIED FORWARD	1,456,368

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2016 £	2015 £
Other debtors	263,132	152,438

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2016 £	2015 £
Other loans (see note 11)	-	5,000
Other creditors	84,527	186,767
Accruals and deferred income	134,164	102,881
	218,691	294,648

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2016

11. LOANS

An analysis of the maturity of loans is given below:

	2016 £	2015 £
Amounts falling due within one year on demand:		
Other loans	-	5,000
	<u> </u>	<u> </u>

12. MOVEMENT IN FUNDS

	At 1/1/16 £	Net movement in funds £	At 31/12/16 £
Unrestricted funds			
General fund	1,456,368	(57,170)	1,399,198
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>1,456,368</u>	<u>(57,170)</u>	<u>1,399,198</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	541,942	(599,112)	(57,170)
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>541,942</u>	<u>(599,112)</u>	<u>(57,170)</u>

13. RELATED PARTY DISCLOSURES

The Trust has a close working relationship with North Tyneside Council and North Tyneside Academy Foundation.

During the year the Trust received £Nil (2015 - £246,173) directly from North Tyneside Council in return for providing education services to the borough of North Tyneside.

14. ULTIMATE CONTROLLING PARTY

The ultimate controlling party is the Board of Directors.

15. ASSETS HELD UNDER TRUST

The Trust has use of Land and Buildings to the value of £258,386,685 (2015 - £221,009,000) which, under accounting regulations, are shown within the balance sheet of North Tyneside Council's financial statements and not the Trust's.

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2016**

16. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2016 £	2015 £
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(57,170)	125,771
Adjustments for:		
Interest received	(3,253)	(3,517)
Increase in debtors	(110,694)	(68,359)
(Decrease)/increase in creditors	(70,957)	224,248
	<hr/>	<hr/>
Net cash provided by (used in) operating activities	(242,074)	278,143
	<hr/> <hr/>	<hr/> <hr/>

17. FIRST YEAR ADOPTION

The charity has adopted the Charities SORP (FRS 102) for the first time in the year ended 31 December 2016 and the date of transition to the new standard was therefore 1 January 2015.

The directors have considered the consequential changes in accounting policies from the adoption of the Charities SORP (FRS 102) and have concluded that no transition adjustments are required and therefore no restatement of the previous years' figures is necessary.

NORTH TYNESIDE LEARNING TRUST

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2016

	2016 £	2015 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Grants	532,689	583,437
Sponsorship - Star Awards	6,000	6,370
	<hr/> 538,689	<hr/> 589,807
Investment income		
Interest receivable	3,253	3,517
	<hr/> 3,253	<hr/> 3,517
Total incoming resources	541,942	593,324
EXPENDITURE		
Charitable activities		
Schools improvement team	242,812	169,352
Apprenticeships	46,677	66,791
Programmes	181,772	98,118
Staff secondment charges	105,088	106,849
Accountancy and legal fees	3,620	7,358
	<hr/> 579,969	<hr/> 448,468
Other		
Staff expenses	1,695	4,871
Staff CPD	2,321	3,567
Room hire	7,142	4,839
Printing	420	395
Non-staff costs	262	178
Marketing	541	2,390
ICT	6,126	2,845
Bank charges	636	-
	<hr/> 19,143	<hr/> 19,085
Total resources expended	599,112	467,553
	<hr/>	<hr/>
Net (expenditure)/income	<u>(57,170)</u>	<u>125,771</u>

This page does not form part of the statutory financial statements