

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020 (cont'd)

8 CHARITABLE ACTIVITIES

	Total 2020 £'000	Total 2019 £'000
Direct costs - educational operations	6,569	6,194
Support costs - educational operations	3,032	3,096
	<u>9,601</u>	<u>9,290</u>

Analysis of Support Costs

	Total 2020 £'000	Total 2019 £'000
Support staff costs	1,790	1,972
Depreciation	379	370
Technology costs	108	81
Premises costs	334	271
Legal costs	43	-
Other support costs	352	378
Governance	26	24
	<u>3,032</u>	<u>3,096</u>

9 STAFF COSTS**a Staff costs**

	2020 £'000	2019 £'000
Staff costs during the year were:		
Wages and salaries	5,711	5,763
Social security costs	578	585
Pension costs	1,680	1,382
	<u>7,969</u>	<u>7,730</u>
Agency staff costs	191	166
Staff restructuring costs	6	10
	<u>8,166</u>	<u>7,906</u>

b Staff severance payments

Included in staff restructuring costs there are no (2019 : 1) non statutory/non contractual severance payments and 2 (2019 : Nil) statutory/contractual severance payments. Individually the payments were £5,000 and £1,208 (2019: £10,000) and were paid on the 26 November 2019 and 31 August 2020

c Staff numbers

The average number of persons (including senior management team) employed by the academy during the year ended 31 August 2020 expressed as whole persons was as follows:

	2020 No.	2019 No.
Charitable Activities		
Teachers	93	107
Administration and support	90	99
Management	7	5
	<u>190</u>	<u>211</u>

d Higher paid staff

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

	No	No
£60,001 - £70,000	2	1
£70,001 - £80,000	-	1
£90,001 - £100,000	1	-
£100,001 - £110,000	-	1
	<u>3</u>	<u>3</u>

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e Key management personnel

The key management of the academy trust comprise the trustees and the senior management team as listed on page 3. 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 £574,855 (2019 : £469,216).

10 RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The principal and other staff trustees receive remuneration in respect of their services they provide undertaking the roles of principal and staff and not in respect of their services as trustees. Other trustees did not receive any payments, other than expenses, from the Academy Trust in respect of their role as trustees. The value of trustee's remuneration and other remuneration was as follows:

	2020	2019
H Bissell (Principal and Accounting Officer)		
Remuneration	£90,000 - £95,000	(2019: N/A)
Employers pension contributions	£20,000 - £25,000	(2019: N/A)
J Bradshaw (Associate Director)		
Remuneration	N/A	(2019: £110,000 - £115,000)
Employers pension contributions	N/A	(2019: £15,000 - £20,000)
P Quiney (staff trustee)		
Remuneration	N/A	(2019: £10,000 - £15,000)
Employers pension contributions	N/A	(2019: £Nil - £5,000)
J Hinchliffe (staff trustee)		
Remuneration	£25,000 - £30,000	(2019: £20,000 - £25,000)
Employers pension contributions	£5,000 - £10,000	(2019: £Nil - £5,000)
S Lee (staff trustee)		
Remuneration	£50,000 - £55,000	(2019: £45,000 - £50,000)
Employers pension contributions	£10,000 - £15,000	(2019: £5,000 - £10,000)
B Sullivan (staff trustee)		
Remuneration	£40,000 - £45,000	(2019: £35,000 - £40,000)
Employers pension contributions	£10,000 - £15,000	(2019: £5,000 - £10,000)

During the year ended 31 August 2020 £540 (2019: £1,447) was reimbursed to trustees in respect of travel and subsistence expenses.

Other related party transactions including trustees are set out in note 27.