



Context

The Heart of Mercia Multi Academy Trust (MAT), formed on 1 April 2019, delivers education in the West Midlands. The academies within the MAT are:

- Hereford Sixth Form College
- Worcester Sixth Form College
- King Edward VI College Stourbridge
- The Chantry School
- John Kyrle High School

The MAT has an annual budget of £57mil and serves the needs of over 8,500 students.

The MAT operates a decentralised Finance team with staff based in each of the academies. The current structure is:

- Chief Finance Officer
- Financial Accountant
- Management Accountant
- Cashbook Accountant
- Payroll Manager
- Finance Managers, Officers and Assistants based in academies

The Finance team use a range of software to process and monitor financials transactions including:

- Civica Financials live
- Parent Pay
- Civica cashless catering
- Evolve
- Izettle, Go Cardless, Stripe, Square and Sum up
- Pay My Student
- IMP planner

Payroll is outsourced to Liberata who are based at Worcester. They are responsible for paying our staff. All staff are paid monthly by BACS on the 28th of each month.

The MAT operates three main pension schemes:

- Teachers' Pension Scheme
- Worcestershire Local Government Pension Scheme
- West Midlands Local Government Pension Scheme

The MAT operates as an agent in that they collect contributions from employees and pay these over to the pension schemes who are responsible for all of the administration of their schemes.