

Registration number: 07697698

Chulmleigh Academy Trust

(A company limited by guarantee)

Annual Report and Consolidated Financial Statements

for the Year Ended 31 August 2021

Thompson Jenner LLP
Statutory Auditors
28 Alexandra Terrace
Exmouth
Devon
EX8 1BD

Chulmleigh Academy Trust

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Chulmleigh Academy Trust

Reference and Administrative Details

Members	S Baber K Greenwood (resigned 1 September 2021) S Phillips S Croft Revd. T Rockery (appointed 19 November 2021)
Trustees (Directors)	S C Baber, (Chair of Trustees) S Bellworthy (appointed 4 May 2021) M Bond (resigned 23 September 2020) K A Greenwood M E Johnson T J C Newman P K Osborne N N Philips (resigned 21 July 2021) N Sedgwick A Wade (resigned 19 October 2021) M J White P K Winter D J Worden
Company Secretary	C A Harrison
Senior Management Team	M E Johnson, Executive Headteacher N Payne, Deputy Executive Headteacher L Newman, Head of School (CPS) and Early Years Leader T Pullen, Estates Manager C A Harrison, Academy Business Manager S Pinn, Head of School (EWS) C Wilmott, Head of School (LPS) L Mackie, Academy SENCO J Button, Raising Standards Leader Z Sterland, Raising Standards Leader
Principal and Registered Office	Chulmleigh Community College Chulmleigh Devon EX18 7AA
Company Registration Number	07697698

Chulmleigh Academy Trust

Reference and Administrative Details (continued)

Auditors Thompson Jenner LLP
Statutory Auditors
28 Alexandra Terrace
Exmouth
Devon
EX8 1BD

Bankers Lloyds Bank plc

Solicitors Michelmores LLP

Chulmleigh Academy Trust

Trustees Report for the Year Ended 31 August 2021

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period for the year ended 31 August 2021. The annual report serves the purposes of both a Trustees' report, and a directors' report under company law.

In 2020/21, the Trust operated an Academy for pupils aged 4 to 16 in Chulmleigh and surrounding areas. The Trust comprises of three primary schools and one secondary school. It has a pupil capacity of 1041 and had a roll of 1013 in the school census on 7 October 2021.

From September 2021, the Trust has lowered the age range of the three primary schools: Chulmleigh Primary, East Worlington Primary and Lapford Community Primary to 2-11 years.

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 Chulmleigh Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Chulmleigh Academy Trust.

Details of the Trustees who served during the year, and the date to which 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' Indemnities

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as Directors of the Academy Trust. The limit of this indemnity is £5,000,000.

Method of Recruitment and Appointment or Election of Trustees

On incorporation, the first Trustees of the newly formed Academy were appointed for a term of four years from the date of incorporation.

The Academy's Board of Trustees comprises the Executive Headteacher (who is the Chief Executive Officer), two Foundation Trustees, and up to nine other Trustees. In addition, the Secretary of State has the right under certain circumstances to appoint further Trustees as provided for in the Articles of Association.

The Academy Trust shall have the following Trustees as set out in its Articles of Association and funding agreement:

- up to 9 Trustees who are appointed by the members. (including up to 2 staff Directors)
 - 2 Foundation Directors
 - The Chief Executive Officer

Chulmleigh Academy Trust

Trustees Report for the Year Ended 31 August 2021 (continued)

- where the Directors have not established advisory bodies in respect of the Academies as required by the Relevant Funding Agreements there shall be a up to 2 parent Trustees who are elected by parents of registered pupils at the schools within the Academy.
- up to 3 Co-Opted Trustees who are appointed by the Trustee (excluding any Trustees who were themselves co-opted).

Trustees are appointed for a four-year period, except that this time limit does not apply to the Chief Executive Officer. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, the Board will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Academy's development.

Policies and Procedures Adopted for the Induction and Training of Trustees

The Academy has an Induction and Development of Directors policy available from the Company Secretary.

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the Academy and a chance to meet staff and pupils. All Trustees are provided with copies of those policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. Induction tends to be done informally (but in accordance with the Induction and Development of Directors policy) and is tailored specifically to the individual. New Trustees are also encouraged to attend Babcock LDP's training course for new governors.

There is a Trustees' Away Day organised each year which includes training sessions to keep the Trustees updated on relevant developments impacting on their roles and responsibilities.

Organisational Structure

The Board of Trustees meets at least four times a year. The Board establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of Committees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings. The Board may from time to time establish Working Groups to perform specific tasks over a limited timescale.

In this period there were four main committees as follows;

- **Business & Finance Committee** - this met at least once a term and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements, receiving reports from the internal auditors and drafting the annual budget including setting staffing levels. The committee also deals with personnel matters, and will monitor, evaluate and review Academy policy, practice and performance in relation to Personnel and staffing issues. The committee also deals with premises and facilities issues, including Health and Safety matters and ICT.
- **Standards Committees** – one for the Secondary Phase, and one for the Primary Phase. These meet at least once a term to monitor, evaluate and review Academy policy, practice and performance in relation to curriculum planning, communications, target setting and assessment, examinations and all pastoral issues.
- **Audit Committee** – this committee was formed to deal with any necessary audit. It has met twice during the year on 25th November 2020 and 8th July 2021, to receive and review the internal audit reports. The annual financial statements were discussed and recommended to the Board of Directors for approval at the meeting 25th November 2020.

In addition, committees are formed on an ad hoc basis where required to cover other matters such as Exclusions.

The following decisions are reserved to the Board of Trustees: to consider any proposals for changes to the status or constitution of the Academy and its committee structure, to appoint or remove the Chairman and/or

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Trustees Report for the Year Ended 31 August 2021 (continued)

Vice Chairman, to appoint the Executive Headteacher.

The Trustees are responsible for setting general policy, approving the Academy Improvement Plan and budget, approving the statutory accounts, monitoring the Academy by the use of budgets and other data, and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

The members and Board of Trustees have devolved responsibility for day to day management of the Academy to the Executive Headteacher and Senior Leadership Team (SLT). In 2020/21 the SLT comprised the Executive Headteacher, 1 Deputy Executive Headteacher, 1 SENDCO, 1 Estates Manager, 1 Business Manager and 3 Heads of Primary Schools.

The SLT controls the Academy at an executive operational level, implementing the policies laid down by the Trustees and reporting back to them.

Some spending control is devolved to Budget Holders, who are authorised in line with the Scheme of Delegation. The Executive Headteacher is responsible for the appointment of staff.

The Academy Trust comprised OF three primary schools and one secondary school during this period. Each school is an Academy in its own right forming part of the chain of academies within the Academy Trust, with a single Board of Directors overseeing the whole academy chain.

The Executive Headteacher is the Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

The Trustees set the pay and remuneration of key management personnel considering benchmarking data.

Trade union facility time

There were two employees (2.0 FTE) who were a relevant union official during the period. There was no time spent on facility time during this period.

Related Parties and other Connected Charities and Organisations

Chulmleigh Recreational Association, a registered charity, has use of the Academy's leisure facilities and there is a shared use agreement between them and the Academy.

In addition to the three primary schools within the Academy, the Academy has strong collaborative links with five further feeder primary schools. Links have also been formed with primary schools outside the transport area to facilitate transition.

Set up in 2015, Chulmleigh Academy Trust Preschools Ltd is a Director run company, incorporating East Worlington Preschool, Chulmleigh Preschool and Lapford Preschool. From September 2021, the primary schools have extended the age range to 2-11 years and therefore incorporate the three preschools.

There are no related parties which either control or significantly influence the decisions and operations of Chulmleigh Academy Trust. The Academy encourages strong communication links between the various parent and community forum groups which are linked to individual schools. The Parents' Advisory Group meets every term.

OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal object and activity of the Academy is to advance for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a chain of schools offering a broad range of curriculum for pupils of different abilities.

Chulmleigh Academy Trust

Trustees Report for the Year Ended 31 August 2021 (continued)

The Trust's designated catchment area covers 210 square miles, which includes Witheridge, Morchard Bishop, High Bickington, Winkleigh and Kings Nympton. However, Chulmleigh College also attracts pupils from outside its designated catchment area, due to parental choice. Therefore, pupils are admitted from areas such as Crediton, North Tawton, Okehapton, Great Torrington, Beaford, Dolton, Barnstaple, Tiverton and South Molton. The Trust complies with the School Admissions Code and the oversubscription criteria can be found on the Trust's website.

The aims of the Academy during the year ended 31 August 2021 are summarised below:

- to provide an outstanding education for each child in the Academy Trust.
- to provide a broad and balanced curriculum, including extra-curricular activities.
- to develop pupils as more effective learners.
- to enhance the tertiary provision and outcomes.
- to develop the Academy sites so that they enable students to achieve their full potential.
- to ensure that every child enjoys fair access to a high-quality education in terms of resourcing, tuition and care.
- to improve the effectiveness and sustainability of the Academy by keeping the curriculum and organisational structure under continual review.
- to maximise the number of students who achieve 5 GCSE grades (9-5) including English and Maths.
- to provide value for money for the funds expended.
- to develop greater coherence, clarity, and effectiveness in school systems.
- to comply with all appropriate statutory and curriculum requirements.
- to develop the Academy's capacity to manage change, and
- to conduct the Academy's business in accordance with the highest standards of integrity, probity, and openness.

At Chulmleigh Academy Trust, we aim to get the best for, and from, each child. We intend to enable each child to realise his or her full academic, creative, and physical potential and to develop positive social and moral values. Our Academy is a community in which children, staff and parents are part of an environment where high aspiration and standards are achieved as the result of the exemplary practice from the professionals in each of the schools.

Objectives, Strategies and Activities

Key priorities for the year are contained in our Academy Improvement Plan, which is available from the Company Secretary at the College.

Next year the priorities will be based around:

- Continuing to make the quality of teaching and learning our number one priority and remaining agile in order to give pupils the very best learning opportunities.
- Ensuring safe working environment for staff and pupils, during the COVID-19 pandemic.
- Closing the gap, for pupils, due to the loss in teaching during 2019/20 and 2020/21.
- Ensuring that our guiding principles of Social Justice, Leadership, Pupil Achievement, High Standards, Provision of a Variety of Activities and Financial Resilience inform our planning.
- Continuing to improve levels of attainment and progress.
- Making up ground lost by pupils during the pandemic, with a particular focus on the most disadvantaged.
- Taking opportunities to use our resources flexibly, in the best interests of the children and in a way that makes best use of our freedoms as a group of academy schools.
- Spreading the outstanding practice within the schools.
- Increasing pupil numbers in all the schools.
- Balancing expansion with the maintenance of high standard.
- Preparing for Ofsted.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

Chulmleigh Academy Trust

Trustees Report for the Year Ended 31 August 2021 (continued)

The Academy aims to advance for the public benefit education in Chulmleigh and the surrounding areas. In particular, but without prejudice to the generality of the foregoing, by estimating, maintaining, managing, and developing schools, offering a broad curriculum for all.

The Academy provides facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of the said community.

STRATEGIC REPORT

Achievements and Performance

The Academy is in its 9th year of operation.

Schools were open to vulnerable groups throughout lockdowns and complied with the requirements for being partially open to certain year groups during the period of the pandemic.

Rigorous home learning was put into place and the schools started preparations for this well in advance of Lockdown. Older children were given more to do. In the College, the number of children who engaged well was in the region of 80%, with about 10% who had a poor level of engagement, which we followed up.

The departments followed the instructions of the exam boards to the letter and the process of setting up 'Centre Assessed grades' was rigorous and fair. Results are not being calibrated this year against other schools, but our results were in line with expectations at the College. This would have represented a sixth year of outstanding results. Results were lower than we have been used to for the small group of SEN children in Y11 and for our Pupil Premium children. We think this is a result of the fact that they lost most without the teacher input.

SATs did not take place for the second year running. The College has internally benchmarked children on entry for 2020 and 2021.

New procedures are in place to protect children against Covid-19 and are being followed rigorously. At the same time, schools have not reduced their expectations around standards in the classroom and behaviour.

These include

- a. A new, more thorough cleaning regime
- b. New wash points
- c. Bubbles of children in year groups that are not mixed with other year groups
- d. No assemblies in the secondary school
- e. Use of video conferencing for Directors meetings
- f. A no visitors' policy

The total number of pupils in the Academy at October 2020 Census date was 983. This shows an increase when compared to October 2019 when the Academy Trust had 950 pupils on roll. An increasing number of pupils come to the College from outside the designated transport area. This is facilitated by the provision of transport organised by the College.

Chulmleigh Academy Trust had 183 Pupil Premium children at the census date in October 2020. This represents 18.6% of the total pupil population across the Trust. Most of the pupil premium funding has been used to provide specialist staffing support: other benefits have included support for music tuition, trips and travel.

Chulmleigh Community College 2020/21

GCSE Results 2021

The Department for Education suspended all accountability measures for secondary schools in England again in 2021 in light of the pandemic.

Chulmleigh Academy Trust

Trustees Report for the Year Ended 31 August 2021 (continued)

Schools again were asked to formulate the final GCSE grades for pupils reaching the end of Year 11. This replaced external examinations and other assessments, this process was known as Teacher Assessed Grades (TAGs). The headline summary is as follows:

Ebacc Entry – 83.33%

Ebacc Average Point Score (APS) 5.09

Good Pass in Basics (Grade 5+) 51%

Standard Pass in Basics (Grade 4+) 70%

Attainment 8 – 53.61

Progress 8 - +0.66 (projected)

Nationally each school took its own approach to the formulation of grades and therefore comparisons are problematic. However, the headline summary is consistent with the College's consistently strong academic pupil outcomes that have been either above or well above average since 2015.

Key Performance Indicators

The main financial performance indicator is the level of reserves held at the Balance Sheet date. In particular, the management of spending against General Annual Grant (GAG) requires special attention. In the period under review, the restricted fund balance of £425,785 was carried forward representing 9% of GAG.

Going Concern

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the academy trust 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

Financial Review

Most of the Academy's income is obtained from the DfE via the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2021 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE which are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

During the year ended 31 August 2021, the schools in the Trust were affected by COVID-19, including the government announcement to close all schools in January 2021. In March 2021, the pupils in the secondary school attended on a phased return, in order for Lateral Flow Testing to be conducted. The Trust received government funding to support the organisation and staffing to conduct the Lateral Flow Testing.

Pupils returned to school in 'bubbles', meaning additional staffing was required to cover lunch periods. Furthermore, in order to instil staff confidence additional cleaners were appointed to clean key areas of the schools during the school day. This also included additional cleaning materials, which equated to approximately 2.5 times more cost than usual.

The return to school in September 2021, included further Lateral Flow Testing for all secondary aged pupils. In October 2021, the secondary school had in the region of 25% of pupils absent due to COVID-19 related reasons. This resulted in further Lateral Flow Testing. Furthermore, the additional cleaning regime has continued in the Autumn term.

Chulmleigh Academy Trust

Trustees Report for the Year Ended 31 August 2021 (continued)

The levels of the Reserves in the Trust, are such, that we were able to cover these additional costs.

During the year ended 31 August 2021, the Trust received extra COVID-19 funding as detailed in Note 3. The Trust received COVID-19 catch up funding which was used to support small groups of pupils, from disadvantaged backgrounds. One school in the Trust used tutors from the National Tutoring programme, whereas other schools used experienced teachers to provide the support.

During the year ended 31 August 2021, total expenditure (excluding restricted fixed assets funds and pensions reserves) of £5,740,768 was covered by recurrent grant funding from the DfE, together with other incoming resources totalling £5,933,653. The excess of income over expenditure for the year excluding restricted fixed asset funds, pensions reserves and transfers to Restricted Fixed Asset funds was £192,885.

At 31 August 2021 the net book value of fixed assets was £13,248,398 and movements in tangible fixed assets are shown in the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

The balance of the former school's budget shares was transferred across on conversion and is shown as Unrestricted Funds.

The Academy has taken on the deficit in the Local Government Pension Scheme in respect of its non-teaching staff transferred on conversion. The deficit is incorporated within the Statement of Financial Activity with details in Note 25 to the financial statements.

Key financial policies adopted or reviewed during the year include the Finance Policy which lays out the framework for financial management, including financial responsibilities of the Board, Executive Headteacher, managers, budget holders and other staff, as well as delegated authority for spending. Other key policies such as, GDPR, ICT and Charging & Remissions policies were reviewed and updated.

Reserves Policy

The Trustees review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review, including 3-year budgets, projecting funding income and expenditure.

The Trustees have determined that the appropriate level of free cash reserves should be £300,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance. The Academy's current level of reserves (total funds less restricted fixed asset funds and pension reserve) is £920,840, of which £495,055 is free reserves.

The defined benefit pension scheme reserve has a negative balance. The effect of the deficit position of the pension scheme is that the Academy Trust is paying higher employers' pension contributions over a period of years. The higher employers' pension contributions will be met from the Academy Trust's budgeted annual income. Whilst the deficit will not be immediately eliminated, there should be no actual cash flow deficit on the fund, nor any direct impact on the free reserves of the academy Trust.

Investment Policy

All funds surplus to immediate requirements may be invested in accordance with the Academy's Investment Policy Statement.

Due to the nature of funding, the Academy may at times hold cash balances surplus to its short-term requirements. The Trustees have authorised the opening of additional short term bank investment accounts or invested in individual fixed income securities such as Certificates of Deposit, UK Treasury Bonds, and other similar instruments with an average duration of less than one year to take advantage of higher interest rates. No other form of investment is authorised.

Chulmleigh Academy Trust

Trustees Report for the Year Ended 31 August 2021 (continued)

Trustees are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any investment shall therefore be with providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Executive Headteacher and Business Manager in accordance with the Academy's Investment Policy Statement.

Principal Risks and Uncertainties

The Board of Trustees has reviewed the major risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

The principal risks and uncertainties facing the Academy are as follows:

Financial - the Academy has considerable reliance on continued Government funding through the ESFA. In the last year virtually all of the Academy's incoming resources were ultimately Government funded. More than 85% of funding is based on pupil numbers, and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms. The National Funding Formula has been delayed until at least 2023. However, the Local Authority expect to meet the NFF levels.

Local Government Pension Scheme – the Board of Trustees recognises that the defined benefit pension scheme deficit represents a significant potential liability. However, as the Trustees consider that the Academy trust is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

Pupil Numbers - Funding where over 85% is dependent on pupil numbers with limited protection for small schools is a risk for the Trust. The College remains very popular but sparsity results in an insufficient number of students from the designated transport area. This risk has been reviewed and the Trust has taken the decision to invest in the provision of transport option for families outside the designated transport area.

Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational - the continuing success of the Academy is dependent on continuing to attract pupils in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees, ensure that pupil success and achievement are closely monitored and reviewed.

Safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety and discipline.

Staffing - the success of the Academy is reliant on the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Fraud and mismanagement of funds - The Academy has appointed an internal auditor to carry out checks on financial systems and records as required by the Academy Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area.

School closure due to COVID-19 – The use of online platforms will reduce the impact to education for all pupils. Pupils from disadvantaged backgrounds will be offered a loan of a laptop. Government advice will be followed and communicated to staff and parents.

The Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained and reviewed and updated on a regular basis.