

**STRATFORD-UPON-AVON SCHOOL**  
**(A Company Limited by Guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**

**31 AUGUST 2023**

***Company Limited by Guarantee***  
***Registration Number: 07690776***  
***(England & Wales)***

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, GOVERNORS AND ADVISORS**

<b>Members</b>	J Price S Drummond T Handcock B Barton
<b>Trustees</b>	P Heath (resigned 25 September 2023) E Heathcote - James (re-appointed 24 April 2023) J Price, Chair of Trustees E Rowlands (appointed 5 December 2022) S Nicholson (resigned 23 January 2023) T Irish (resigned 10 July 2023) J Baker N Wallace, Head Teacher & Accounting Officer M Richardson
<b>Company Secretary</b>	S Jones
<b>Senior Leadership Team</b>	N Wallace, Head Teacher K Berwick, Deputy Head Teacher M Brennan, Assistant Head Teacher K Lister, Senior Assistant Head Teacher A Hodgkinson, Assistant Head Teacher J Hill, Assistant Head Teacher P Stacey, Assistant Head Teacher A Mason, Director of Finance and Operations J McCormick, Director of Human Resources and Administrative Services V Lerner, Assistant Head Teacher L Bolton, Assistant Head Teacher
<b>Company Name</b>	Stratford-upon-Avon School
<b>Principal and Registered Office</b>	Alcester Road Stratford-upon-Avon Warwickshire CV37 9DH
<b>Company Registration Number</b>	07690776
<b>Independent Auditor</b>	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND
<b>Bankers</b>	Lloyds Bank PLC 22 Bridge Street Stratford Upon Avon CV37 6AG
<b>Solicitors</b>	Harrison Clark Rickerbys Ltd Ellenborough House Wellington Street Cheltenham GL50 1YD

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The trust operates an academy for students aged 11 to 18 serving a catchment area in the town of Stratford upon Avon and immediate environs.

It has a pupil roll of 1,839 (2022:1,653) in the school census Autumn 2023.

**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 the academy trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Stratford upon Avon School.

The governance structure has been amended, in line with NGA recommendations to include members, trustees and committee members.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

**Members' Liability**

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

**Trustees' Indemnities**

In accordance with normal commercial practice the academy has purchased Insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. See note 12 for further details.

Corporate entities in which one of the trustees is a member have sought and been granted an indemnity in respect of his service as a trustee. The academy holds appropriate liability insurance in this regard.

**Method of Recruitment and Appointment or Election of Trustees**

Following a review of skills available on the board, appropriately qualified and experience trustees are sought through advertisement or word of mouth, and, if elected, commence their term as a non-voting member, serving on a committee, before being appointed as a trustee, following an induction and further review period.

Parent trustees may also be sought through notices on the school website, and are subject to election if the level of interest exceeds the number of positions available.

During 2022-23 movements of trustees and members are as noted in the Reference and Administrative Details, on page 3.

The current composition of trustees is in line with our articles of association, and includes:

- A minimum of 2 and up to 7 parent trustees
- Up to 14 trustees who are appointed by the members.
- The Head Teacher.

In addition, staff trustees can be appointed by the Members provided that the number of trustees including the Head Teacher, who are employees of the academy, does not exceed the lesser of 4 in number or one third of the total number of trustees.

Trustees are appointed for a four year period, except that the time limit does not apply to the Head Teacher. Subject to remaining eligible, a 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 group as a whole has the necessary skills to contribute fully to the academy's development.

**Policies and Procedures Adopted for the Induction and Training of Trustees**

Trustees are appointed based on the skills that they will bring to the board of trustees or based on a proposal to the board of trustees by representative groups. On appointment, trustees receive information relating to the academy, attend a briefing and receive an induction pack on the role and responsibilities of trustees. They are encouraged to visit the school to meet with key staff.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Policies and Procedures Adopted for the Induction and Training of Trustees (cont'd)**

The academy purchases a training programme from an external provider, and, during the year, trustees and committee members were offered all necessary training, through a range of options. They included a training day one Saturday, attendance on courses, and reading material. Trustees and committee members have access to a purchased advice website, and receive the local authority governor newsletter and NGA newsletters. Trustees and committee members are also invited to one or more of the academy's five annual staff learning days, when the agenda is relevant, for example covering safeguarding, child protection or other issues.

**Organisational structure**

The board of trustees met 6 times during 2022-23.

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.

There were two main, plus two subsidiary, committees during 2022-23, as follows;

- **Resources Committee** - meets at least six times in the year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements, receiving Internal Audit reports and approving the annual budget including staffing levels to be presented to the board. It has incorporated the responsibilities of an Audit Committee. A Health and Safety specialist Governor, who is a member of the Resources Committee attends meetings of the Staff Health and Safety Committee.
- **Quality of Education Committee** - meets at least six times in the year to, monitor evaluate and review academy policy, practice and performance in relation to curriculum planning, target setting and assessment, any examinations. Plus matters relating to student welfare, safeguarding, special education needs, inclusion, attendance and vulnerable student groups.
- **Human Resources Committee**, being a subsection of the Resources Committee - meets a minimum of four times in the year to deal with all Human Resources related matters. It is a joint staff and governor committee.
- Additionally, the **Appraisal Committee** meets, usually annually, to manage the appraisal of the Head Teacher.

The following decisions are reserved for 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 or Vice Chairman, to appoint the Head Teacher and Clerk to the Board and Company Secretary, to approve the School Development Plan and budget.

The trustees are responsible for setting general policy, adopting an annual 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 staff appointments.

The trustees have devolved responsibility for day to day management of the academy to the Head Teacher and Senior Leadership Team (SLT).

The academy has a leadership structure which consists of the trustees and The Senior Leadership Team (SLT). The leadership structure aim is to devolve responsibility and encourage involvement in decision making at all levels.

The SLT controls the academy at an executive level, implementing the policies laid down by the trustees and reporting back to them. The Head Teacher, Director of Finance and Operations and the Resources Committee are responsible for the authorisation of expenditure within agreed budgets, a summary of which is in the Scheme of Delegation. Some spending control is devolved to Budget Holders which must be authorised in line with the Scheme of Delegation. The Head Teacher is responsible for the appointment of staff, though appointment panels for senior leadership posts always include at least one governor.

The Head Teacher is the Accounting Officer.

The Director of Finance and Operations is the Chief Financial Officer.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Arrangements for setting pay and remuneration of key management personnel**

The Academy's Pay Policy, applicable to all staff, broadly follows the provisions of national pay arrangements, according to the School Teachers' Pay and Conditions and the NJC scales for support staff.

In relation to key management personnel, the Head Teacher's salary is set within the range for the appropriate sized School Group, and salary levels for Deputy Heads and the Assistant Heads are scaled appropriately with each having a 5 point range on the Leadership scale, according to job weight. The Director of Finance and Operations and the Director of Human Resources and Administrative Services are scaled appropriately on the on the Leadership scale under NJC terms and conditions.

An annual pay increment is awarded in line with successful performance until the top of the point scale is reached.

None of the trustees are paid for their role as trustees.

**Trade Union facility time****Relevant union officials**

Number of employees who were relevant union official during the year	3
Full-time equivalent employee number	3

**Percentage of time spent on facility time**

Percentage of time	Number of employees
0%	3
1% to 50%	-
51% to 99%	-
100%	-

**Percentage of pay bill spent on facility time**

Total cost of facility time	£Nil
Total pay bill	£8,718,000
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) × 100	Nil%

**Paid Trade Union activities**

Time spent on paid Trade Union activities as a percentage of total paid facility time hours calculated as:

(total hours spent on paid Trade Union activities by relevant union officials during the relevant period ÷ total paid facility time hours) × 100	Nil%
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**Objectives, Strategies and Activities****Core purpose**

To enable young people to play a positive role in society by providing them with the knowledge, skills, attributes and qualifications to become educated citizens and flourish in the future.

**Values**

We hold these truths to be self-evident; that everyone is entitled to feel safe, happy and successful. We believe in, value and care for young people and want to help them to become resilient, responsible, respectful citizens. We aim to engage, enthuse and inspire. We work better and are more productive when we feel good about ourselves and trust each other.

**Objectives and Aims****Objects**

Advance for public benefit in the United Kingdom by establishing, maintaining and carrying on a school offering a broad and balanced curriculum; and

Promoting for the benefit of the inhabitants of Stratford Upon Avon and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities.

**Aims**

- Introduce students to the best that has been thought and said and help to develop an appreciation of human creativity and achievement.
- Provide meaningful, manageable and motivational experiences, enabling our students to acquire the knowledge and skills to Learn, Contribute and Lead.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Aims (cont'd)**

- Improve achievement and raise standards by adding value to students based on their prior knowledge and attainment.
- Provide rich and deep educational opportunities to help understand and appreciate the wide range of social and cultural influences that have shaped our own heritage and that of others.
- Continue to review and revise our approaches to make them fit for purpose in an ever-changing world, including the development of blended learning.
- Set a balanced budget which supports investment in teaching and learning, development of facilities and provision of a diverse range of cultural experiences.

**Impact**

We will know that we have achieved this because we will:

- Equip pupils with the knowledge, skills and cultural capital they need to succeed in life.
- Develop students who are proud of their achievements, their school and their community.
- Add value to the lives our students lead and the results they achieve.
- Have a positive, respectful, school culture so that all pupils can thrive together with the ability to understand and appreciate the viewpoints of others.
- Be an influential regional voice and determined to keep improving.

The focus of the School Development Plan for 2022-23 was as follows:

**1 Develop an outstanding quality of education**

- Develop bespoke curriculum area development plans to maximise the impact of BOSS time in order to continuously improve curriculum and ensure it is delivered successfully and consistently.
- Fully utilise School Led Tutoring Grant (SLTG) to ensure that gaps in student progress resulting from coronavirus are minimised.
- Meet student progress data targets for Y10-11.

**2 Behaviour and attitude**

- Make homework doable, (specific and precise tasks, with teacher monitoring & involvement key)
- Develop a differentiated curriculum offer supported by/within Inclusion with scaffolding for learners with SEND.
- Assessment of likely additional needs for In-Year admissions.
- Develop common expectations re. the role of Tutor that are monitored by CoLs.

**3 Personal development**

- Develop the culture where students increasingly show discretionary effort (SLTG, Grade Booster, Aim Higher)
- Introduction of Stratford Scholars programme in Year 8.
- Effective development of students experiences, cultural capital & extra-curricular opportunities across each year group and key stage.
- Ensure reasonable adjustments are made for wider experiences (risk assessments/staffing ratios)

**4 Leadership and management**

- Further develop internal leadership CPD provision.
- Actively promote staff wellbeing.

**5 Sixth Form provision**

- Meet student progress targets for Y12 & 13.
- Review the Enrichment offer.

**6 Expansion of the school and site development**

- Deliver the expansion of the school in partnership with the LA
- Launch a fundraising campaign to enable us to 'go beyond' the brief of LA site development plans
- Work towards the creation of a local MAT
- Review staff structures so they are fit for the expanding school and its' changing needs, including administrative support structures.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Public Benefit**

The academy trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

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.

**Achievements and Performance****1 Develop an outstanding quality of education**

2022-23 saw the introduction of BOSS time with additional teachers being recruited in order to reduce non-contact time by approximately 4 periods per fortnight per teacher. EEF research points to the fact that all potential interventions are outweighed by a basic "improvement in teaching". Strategic use of our reserve to add six additional teachers facilitated more non-contact time as our best route to that improvement. BOSS time resulted in additional curriculum development work, team teaching and targeted interventions, catch up activities, form tutor activities and additional extracurricular activities. The impact of this saw BOSS time become a key factor in positive teacher morale and the retention of staff. It also resulted in improvements in the teaching of the curriculum with greater consistency within department areas and a more consistent experience for students. BOSS time underpinned the record GCSE results achieved in 2023.

The School Led Tutoring Grant (SLTG) was fully utilised. Two rounds of after school tutoring were provided – first round covered Years 7-11 from 3-4pm with students accessing external online courses. Some sessions were also provided from 6:30-7:30pm, mainly to Y7 students. The second round covered Years 7-10 using the same model. In all approximately 360 students accessed this tuition, resulting in excess of 5500 additional tuition hours.

Despite a context of national headlines about returning to pre-pandemic grade boundaries and fewer high grades being awarded, Stratford upon Avon School achieved record GCSE examination results. 2023 GCSE results were the best the school has ever achieved in multiple headline areas, including P8, A8, grade 5+En/Ma, 4+ En/Ma, EBACC APS, number of grade 9's achieved and several other categories. The P8 score (+0.13) was particularly pleasing for different categories, showing -0.01 for low ability students, +0.15 for middle ability students and +0.23 for high ability students. This consistently good performance was reflected across the piste in the different 'buckets': English +0.06, Maths +0.15, EBacc +0.26, Open 0. DfE performance tables show the school in a favourable light with outcomes equal or better than national.

**2 Behaviour and attitude**

The behaviour and attitude to learning of students remains strong. 2023 saw a marked increase in the priority given to, and completion of, homework across the school. Teams was used to communicate homework from teachers to students, whilst detention rooms were used as drop in homework clubs to help students complete their work. A clearer process was established for escalation of incomplete homework via lunchtime and then after school detentions.

BOSS time and CPD was directed towards providing a differentiated curriculum offer with scaffolding for learners with SEND. Whole School PACE training was provided with other sessions on differentiation, the SEN register & Task Management boards, whilst staff were issued weekly updates with a focus on pedagogy. A Year 10 girls intervention was also active with two groups of approx. 5 students following a package called 'Represent'.

Managing the volume of in-year admissions remains challenging, with 92 students being admitted on roll during the course of the academic year. This high number puts considerable pressure on our services and these students tended to have a disproportionately higher level of need and required ongoing adjustments. The introduction of some shadow GCSE English and Maths groups helped new learners settle in.

Despite investing in The Bridge and LEAP, our on-site alternative provision units, the behavioural challenges of outliers and changing societal pressures remain. The school permanently excluded 7 students in 2022-23.



**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Achievements and Performance (cont'd)****3 Personal development**

BOSS time helped facilitated a significant increase in the provision of extracurricular activities. New initiatives included running two residentials for Year 7 students and a new Photography trip to Spain. There was a significant increase in the discretionary effort of students which enhanced the culture of the school with approximately 500 students/week engaging in extracurricular academic learning each week. Stratford Scholars for example, our extracurricular provision for the most able, was extended into Y8, meaning this operated two days per week. A wide range of clubs, teams, activities and trips are on offer to students as well.

**4 Leadership and management**

The school prides itself on being an excellent place to study or work. Internal leadership CPD provision is a strength of the school. It is valued by colleagues as reflected in the voluntary fortnightly attendance of approx. 50 members of staff attending sessions before school. Most importantly, it has made a significant impact on the quality of middle leadership and the acquisition of a common language of leadership throughout the school. Meanwhile, 19 staff were enrolled on National Professional Qualifications (either NPQH, NPQSL, NPQLBC, NPQLT, NPQLTD, NPQLL).

The school was named 'Employer of the Year' in The Herald Business and Tourism Awards 2023. Induction processes are consistently praised by staff and a wide array of events and activities took place on a regular basis, as well as larger, annual events including:

- Grand Day Out - annual fundraising event to remember colleagues and students who have passed away
- End of year BBQ
- Regular Staff Quiz Nights
- Weekly staff clubs including – yoga, badminton, Running/Walking Club and Friday Football
- Staff HR Committee and a Staff Wellbeing committee.
- Festive activities

These run alongside other wellbeing initiatives like our Being Brilliant scheme, Long Service Awards and the provision of Menopause Training for managers, supported by a Menopause Policy. At a time of a national recruitment and retention crisis, our staff turnover is low, averaging 10.39% over the last 4 years, over 5% lower than the national average of around 16%.

2022-23 saw ongoing industrial action by members of the NEU which led to partial closures of the school. However, this was managed effectively and cordial relations were maintained with teaching colleagues whilst we were one of the few schools to revert to live online lessons which helped reduce the loss of learning.

**5 Sixth Form provision**

The Sixth Form offer has been strengthened by new leadership leading to the vision and enrichment offer being reviewed. The Enrichment offer has been extended to include AS Level Law, AS Level Mathematical Studies, A Level Further Maths, Gold Duke of Edinburgh Award, Extended Project Qualification as well as Sports Leaders, Young Enterprise and Sport and Leisure. A new PGL trip was introduced at the start of term for Year 12 students to help the students settle in.

The 2023 A Level cohort received Teacher Assessed Grades when they sat GCSEs so this was their first experience of sitting a full series of external examinations. Our A Level results reflected the national downward trend in high grades with 36% A\*-B, 62% A\*-C & 95.8% A\*-E. Our pre-pandemic 3 year averages in those categories were 39.6%, 65.8% & 95.8% respectively. There is no meaningful value added information available for the cohort given their unique circumstances.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****6 Expansion of the school and site development**

The growing popularity and reputation of the school is reflected in our record admission number of 341 students into Year 7 in Sept 2023 and a total number of 1,839 students now on roll. This is an increase of 470 students over the last 6 years. Plans to further develop the school site to meet the growing need for student places continue. Phase 2 is now partially complete with ownership of the former College car park being transferred to the school, with the MUGA and additional car parking now operational. The central area remains unfinished as it is earmarked to become a builder's compound during construction of the new Performing Arts block. However, Phase 3 of the New Build has been delayed and discussions are ongoing. Given the delay over the completion of the New Build project, plans for a fundraising campaign were also delayed.

Discussions have continued with some local primary schools about co-constructing a prospective Multi Academy Trust based in Stratford upon Avon. Key governors and the Headteachers are continuing to work towards this goal in 2023-24.

On the teaching side, BOSS time has proved extremely useful in recruitment and retention terms, and in enabling the curriculum and teaching structure to function successfully. Staffing structures and the needs of the student population are kept under regular review.

This led changes in our Bridge provision midyear, resulting in a change of personnel and venue. Having introduced BOSS time for teachers, the school also expanded our support staff to cope with the increasing demands on their time. Student-facing support areas have seen an increase with new roles including a Student Welfare coordinator and Pastoral Support Officer, whilst the Site Team has expanded and we have consolidated our cleaning staff. The recruitment and retention of support staff remains a fluid picture as there tend to be occasional reductions in capacity due to flexible working requests. The prospective MAT will require further capacity in support staff areas, notably Finance. This remains an ongoing development area.

Maintaining a surplus carry forward in the medium term will act as a contingency which allows time to take appropriate decisions and adapt to any risks associated with any possible changes in national funding, unfunded pay rises and the current economic conditions and inflationary pressures. There are likely to be considerable pressures on future government spending to mitigate these and use of reserves will help to soften the impact and maintain the school as a going concern.

**Plans for future periods****1 Develop an outstanding quality of education**

- a) Continue to develop bespoke curriculum area plans to maximise the impact of BOSS time and ensure it is delivered successfully and consistently and review future plans.
- b) Develop a whole school systemic approach to teaching Wave One SEND using common strategies.
- c) Meet student progress data targets for Y11&13.

**2 Behaviour and attitude**

- a) Create bespoke structures and identity for Upper and Lower School teams
- b) Develop a systematic model for parental queries to ensure more efficient responses and relieve pressure on the pastoral team.
- c) Develop restorative justice practices within the Behaviour Support Room so that it becomes more of a regulatory space that addresses the more vulnerable needs rather than simply internal isolation.
- d) Provide immediate, concentrated support for students with escalating disaffection / dysregulation.

**3 Personal development**

- a) Boost the numbers involved in the discretionary effort curriculum (SLTG, Grade Booster, Aim Higher, Scholars) by deploying staff to P6 within directed time.
- b) Develop an in-house systematic process for educational visits, including tracking and monitoring the students participation over time and ensuring reasonable adjustments are made for wider experiences.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Plans for future periods (cont'd)****4 Leadership and management**

- a) Further develop internal leadership CPD provision with a view to making it accessible to staff from other schools.
- b) Develop a recruitment & retention strategy including provision for flexible working.
- c) Develop a Sharepoint staff intranet (MAT ready) – one stop shop for HR/admin/staff documents to integrate/streamline existing systems.

**5 Sixth Form provision**

- a) Develop motivational rewards and structures to ensure students are happy, successful role models who are ready for the world.
- b) Introduce a tailored RISE programme so students are ready for the world.
- c) Meet student progress targets for Y12 & 13.

**6 Expansion of the school and site development**

- a) Deliver the expansion of the school in partnership with the LA.
- b) Work towards the creation of a local MAT developing transferable policies and systems
- c) Review staff structures so they are fit for the expanding school/emerging MAT and its' changing needs, including administrative support structures.

The educational focus remains continuing to develop the quality of education by focusing on curriculum planning and building and retaining student knowledge. In doing so, the academy will continue to improve still further the levels of performance of its students at all levels, particularly disadvantaged students.

The academy will continue to aim to attract high quality teachers and support staff in order to meet the needs of an inclusive school and ensure that staffing structures are fit for purpose as the school grows.

Strategic planning will focus on liaising with the local authority in order to plan for the provision of additional places. As the academy is the only non-selective secondary school in Stratford town the number on roll is expected to continue to increase in the next couple of years as larger primary cohorts move through into secondary. There are also some large housing developments with permission still to build out. The local authority are projecting that an additional two forms of entry will be required increasing our published admission number to 350.

The school will prioritise spending on appropriate staffing, on any necessary maintenance and capital investment in order to extend provision, and on development of the curriculum. Our financial planning allows for the utilisation of the Reserves, built up over a period of time, as capital developments are realised.

**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.

Numbers on roll are rising year on year supported by basic needs funding from the Local Authority to provide for an additional form entry. The academy is currently in surplus and has a rising reserve with a reserves policy that identifies funding for:

- Contingency for payroll and outstanding creditors
- Provision for future capital repairs and maintenance
- Risk mitigation associated with falling role, future funding formulae proposals, any reduced income in real terms and significant increases in salary, tax and other expenditure
- Capital development of facilities and provision for strategic opportunities and school expansion
- Revenue expenditure and staffing cost increases associated with long term developments and investment in curriculum development and pastoral support
- Higher than anticipated operating costs due to high inflationary pressures.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Going concern (cont'd)**

The School is currently expanding its intake to an 11 form entry with additional growth funding from the Local Authority to meet basic need in the area and is currently planning an expansion to a 12 form entry within the next 2 years linked to a several million pound extension to the school to increase capacity. The school continues to attract increasing numbers of applications for all year groups and this increase in students is creating additional income at the enhanced AWPU rate per student which incorporates the teachers pay and pension grants and supplementary grant element as these are withdrawn. The growth in pupil numbers and associated income is incorporated into the budget assumptions along with increased staffing demand and operational costs.

The board of trustees has passed and reviewed a 5 year budget plan which shows use of reserves to support the operating revenue position and capital programme. The budget shows a significant reduction in the reserve through additional capital expenditure and investment in services throughout the 5 year period alongside the expansion plan. Year 1 and 2 of the budget show a small operational surplus of under £100k before revenue to capital transfer. Year 3 onwards show a revenue deficit of £120k per year with a significant risk associated with the end of a long term arrangement for energy costs which will need to be addressed through investment in solar and energy reducing initiatives to stabilise the revenue reserves at near break even.

Expenditure is well controlled and increases in teaching staffing based upon the curricular demand associated with rising student numbers is projected within the 5 year budget plan along with a provision of additional administrative and pastoral support roles. The significant rise in support staff wage costs of between 10.5% and 4.04% from April 2023 is accounted for with a provision for 4% from April 2024 and 3% per annum thereafter. The increased teachers pay award of 6.5% from September 2023 is reflected and provision for a 3% rise annually thereafter. The school benefits from a long term fixed tariff contract on energy costs but has budgeted for a significant increase in October 2025 onwards. Other operational costs are rising at up to 10% due to inflationary pressures, particularly costs associated with ICT and software systems support. Lease costs of new minibuses from August 2023 have also increased by 50%.

The reserves will be reduced to below 10% of income in a planned commitment during the 5 year period as the School increases staffing levels to undertake additional administrative, behaviour, intervention and SEND support, provides additional time for teaching staff to undertake curriculum development, facilitates activities to extend the activities available outside of the times of the school day and provisions for future major maintenance and capital projects.

Throughout the period the reserve will be maintained at an appropriate level and invested appropriately to maximise investment income to maintain a positive cashflow and contingency for emergency funding. The trustees anticipate the Academy to continue as a going concern provided central government funding per pupil matches the inflationary rise in expenditure per pupil.

**Financial Review**

The academy continues to review the use of its finances and provisions for financial risks associated with funding levels and renewal of capital assets. The resources committee manager financial risk through a regular review of the risk register and monthly management accounts.

Trading conditions remain difficult with the recovery of lettings income stalled post pandemic and due to the cost of living inflationary pressures. Catering income and margins are starting to recover although catering overall made a loss as the school supported families, despite rapidly rising food costs circa 30% and a higher than anticipated above inflationary pay award for catering staff to maintain parity with the living wage, not being fully passed on within prices. Lettings income is recovering more slowly which the trust continues to monitor and will amend spending decisions to mitigate reduced income from trading activity throughout 2023-2024.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Financial Review (cont'd)**

The school is in a very healthy position financially despite inflationary pressures and above budgeted pay rise for support staffing April 2023. This was supported by additional funds not budgeted for including the mainstream schools additional grant, capital for environmental improvements and the payment of historic section 106 funding. The School anticipated reducing the general reserves through initiatives to support for staff and curriculum development but the additional funds meant general reserves overall increased £451k compared to 2021-2022.

The academy generated an overall surplus of £451k after capital spending of £463k and capital receipts of £304k comprising £33k DFC, £61k Additional Capital Funding, £32k of assets donated by the Local Authority and receipt of £178k historic S106 monies in arrears, with the £219k allocated CIF funding carried forward from 2022-2023 to fund the boiler replacement. The £60k transferred back to revenue reserves represents a net refund of the S106 monies for capital additions previously funded by GAG, offset by capital expenditure in year of £118k funded by GAG.

Cash balances at year end are £2,748k and the net current assets are £2,870k.

Maintaining a surplus carry forward in the medium term will act as a contingency which allows time to take appropriate decisions and adapt to any risks associated with any possible reductions in real terms funding associated with the national funding rates, especially any change due to inflation currently just below 5% and Government debt associated with the current energy support packages and previous pandemic support packages remaining high as a proportion of GDP which are likely to place considerable pressure on future government spending decisions. Also any further rise in costs, particularly employment costs associated with employer pension contributions and pay awards. These intangibles can rapidly have a drastic impact on the balance sheet.

Setting a balanced budget remains challenging. Whilst total revenue income per pupil increased by 7.30% in 2022-2023 the revenue expenditure per pupil increased at 10.85%

Cost pressures associated with the historic teacher pay award and a higher contribution rate to the teacher pension fund remain challenging but the extra cost associated with these was supported through the teacher pension grant £51k with the additional teacher pay grant withdrawn and paid through an increase in AWPU rates in 2022-2023.

The teachers pay award of 6.5% from September 2023 has been fully implemented and will be supported by the mainstream schools additional grant (MSAG) for the 3.5% above the original budget figure of 3% within the previously announced AWPU rates for 2023-2024.

Following the quadrennial teachers pension review the employers pension contribution rate is expected to increase by a further 5% to 28.6%. The Government has committed to funding increases in employer contribution rates resulting from the 2020 valuations for employers whose employment costs are centrally funded through departmental expenditure. For areas controlled by the Department for Education this will be through a standalone grant in 2024-25, and will then be folded into the National Funding Formula from 2025-26.

We continue to monitor the long term structural impact upon the Trust reserves as supplementary pay and pension grants are introduced and withdrawn as the costs get subsumed into the general AWPU rate within the GAG funding in future years.

Above inflationary pay rises for support staff on the lower pay scales to maintain parity just above the national living wage and higher LGPS primary pension contribution rates continue to increase unfunded staffing costs. The recent revaluation of the LGPS pension indicates employee and employer contribution rates will remain the same in 2023 for the following 3 years. The Trust continue to monitor all support staff positions to ensure the level of administrative and operational staff provide an effective support to the teaching functions of the School and the education of our students. Long term support for these costs is factored into the Trustees use of reserves.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Financial Review (cont'd)**

The support staff pay increase for April 2022 of £1,925 per scale point, representing a 4.04% to 10.5% pay rise was repeated again in April 2023 plus a cost associated with an addition paid day of annual leave representing a 4.38% to 9.92% pay rise, well above the 4% budgeted for. This was fully implemented by the Trust from 1 April 2023.

With inflation at just below 5% it is likely the NLW will increase significantly putting further pressure on the lower grades and scale points in 2024 and the accompanying budgetary inflationary pressure on wages.

The level of current and previous pay awards remains challenging if not fully funded by Central Government in addition to inflationary cost pressures on other revenue costs associated with operating the School.

Additional revenue grants and claims received and not subject to recovery were:

	<b>£'000</b>
Supplementary grant and MSAG	380
Rates relief	51
Teachers Pension Grant	51
National Tutoring Programme grant	46
ESFA Recovery grant	78
Future careers grant	3
ECT and Mentoring Grant	16
SEN Higher needs and EHCP top up funding	138
Stratford Town Trust	39
Clifford Chambers Parish Council	10
Growth funding for the additional places offered in year 7 for entry September 2022	64

A Condition Improvement Grant allocation of £218,259 was brought forward from 21-22 and the expenditure allocated in 22-23. The final account on completion and the final account of income remain outstanding from the ESFA.

The academy generates additional income from its other regular activities, notably lettings and associated sporting and holiday uses, largely by members of the community. In the year lettings have reduced due to difficult trading conditions to £101k (22/23) compared to £111k (21/22) and still much below historic levels of £179k (18/19). After allowing for all direct staffing costs, unreclaimable VAT and overhead allocation this resulted in a decreased direct contribution of £38.6k (22/23) compared to £50.5k (21/22) towards the unrestricted reserves to support the upkeep of facilities and contribute towards the educational provision of the academy in this financial year.

Catering income has continued to improve by 21.1% on the previous year and sales have been performing above expectation per day when open following a further higher intake of pupils into year 7 and several in year admissions.

Sales have recovered well to £591k compared to £486k (22/23), £336k (20/21) £306k (19/20) and £471k (18/19). Gross margin were still reduced due to high inflationary increases in food costs and supporting the cost of meals to students in current economic downturn but improved to 50.2% overall partially due to the higher sales. Net profitability also improved to a 2.6% (22/23) loss, helped by increased sales and gross margin compared to a 7.5% (21/22) loss due to the additional staff costs associated with a previous 10.5% pay increase in April 2022 and £9.8% in April 2023 following the rise in the minimum living wage. After direct staffing, supplies, stock losses and overhead allocation costs this resulted in a £74k (22/23) loss, £96k (21/22) loss, £87k (20/21) loss, supported by reserves, a reduction of £76k compared to (18/19).

The academy is also pleased to acknowledge the generous and welcome ongoing financial support provided by the Stratford Town Trust, which provides funds for qualifying activity, including hardship support, to be used at the Academy's discretion. This has helped us to support many students access music lessons, the provision of free school breakfast provision, access to extracurricular activities and trips, the young apprentice award and support other opportunities when required.

The School continues to attract external support and wishes to acknowledge and thank the Clifford Chambers Charities for their donation towards library and literacy initiatives which have successfully encouraged a significant increase in reading books and the number of students involved in the performing



**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Financial Review (cont'd)**

£178k of historic Section 106 funding associated with the improvements to the AGP previously was received in 22-23 from Warwickshire County Council. In total a further £78.6k of S106 funding has been identified to support performing arts facilities and £129.8k for replacement of indoor and outdoor sports surfaces. These are expected to become payable in subsequent years as receipts are received by Warwickshire County Council.

Comparison with previous years is still affected by the extraordinary impact upon the school due to the pandemic restrictions but where possible costs were reduced to offset the impact of losses of income associated with our trading activities. Generally overhead costs were well controlled within budget with lower repair and maintenance, utility and photocopier lease costs associated with a secondary leasing period. Energy costs remain well controlled due a long term energy deal which is helping to mitigate the severe increase in energy costs. A strategic aim of the School is to invest in solar renewable electric generation to offset the rise in energy costs associated with the end of that long term agreement in 2025.

Staff costs represent the most significant cost to the School and as the school pupil numbers and intake increase the staffing levels are increased in line with curriculum demand. Staff costs increased 7.4% and totaled £8.81M (22/23) compared to £8.2M (21/22). Over the last 4 year period this has increased 48.0% compared to £5.93M (18/19).

Staff costs were well controlled during the year to mitigate the effects of the higher support staff pay award and delay to some new appointments. Recruitment, absence and agency cover costs were significantly higher due to difficulty recruiting, particularly associate teachers for cover and several maternity covers which increased teacher agency cover costs.

The introduction of the Apprenticeship levy in April 2017 @ 0.5% of salary bill (excludes on-costs) over £3M, which cost £17,920 (22/23), £13,429 (21/22) and is rising as staff costs rise and the levy earnings limit remains the same compared with £11,065 (20/21) and £9513 p.a (19/20). The school is currently offering apprenticeship training to draw down on this funding in 22-23 but no apprenticeships earmarked for 23-24 currently.

For the year ended 31 August 2023, total income of £11.536M, total expenditure of £11.304M (excluding Depreciation of £802k and FRS102 Pensions gain after costs of £496k was covered by recurrent grant funding from the ESFA together with other incoming resources and reserves. This resulted in a surplus of income over expenditure for the year (excluding Depreciation and FRS102 Pensions) of £232k inclusive of a surplus of (£50k) which has been generated from unrestricted activities despite a reduction in income associated with lettings and rising costs in catering.

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ("TPS") and the Local Governments Pension Scheme ("LGPS"). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations. The contribution rate of 16.4% rose significantly to 23.6% for the period 1 September 2019 to 31 March 2023. We received funding from the DfE throughout the period from the financial year 2020/21 to help maintained schools and academies meet the additional costs resulting from the scheme valuation but this has been gradually incorporated into the pupil AWPU rate. Should the AWPU rate not keep pace with inflation there will be additional cost pressure maintaining the circa £300k per annum additional liability.

The announcement regarding the next quadrennial valuation suggests there will be a further rise of 5% to employers contribution rates. If any increase is not fully funded by additional resources from Government in future years this would have a significant impact upon the level of school reserves and future cashflow plus implication for maintaining an adequate level of funding as prescribed in the reserves policy.

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Financial Review (cont'd)**

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the academy is recognising a significant improvement with the pension fund deficit reducing to £352k (22/23), £848k at the end of August 2023 but a significant improvement in the liability with an actuarial gain of £593k (22/23), £5,111k (21/22). This does not mean this is an immediate liability but requires funding over the long term via contributions. Following the triennial review undertaken in 2022 the Warwickshire Pension Fund is 104% fully funded. From April 2023 the employer contribution rates are expected to remain the same 23.2% for the following 3 years. As the school expands our pension liability is likely to increase and provision will need to be included within future medium term budget plans. The recognition of this deficit has no direct impact on the free reserves of the academy.

At 31 August 2023 the net book value of intangible and tangible fixed assets were £25.199M. Movements in intangible and tangible fixed assets are shown in note 12 and 13 of the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the

A programme of refurbishment and environmental improvements was continued in 22/23 adding:

**Furniture and Equipment £312k                      £'000**

Stage lights	7
Phases 1 - 4 LED lighting	47
Boilers CIF2	259

**Equipment Costs IT £151k                      £'000**

Tape backup	10
Server	14
5 laptops	3
150 laptops	124

Many of these will remain a recurring priority in future years, along with the fourth phase of the LED lighting replacement and second phase of improvement to ICT switches and the main server replacement deferred to 23/24 as part of the site expansion project. We continue to upgrade and invest into new security measures including a fully monitored external CCTV system to the perimeter of our buildings and sports

Capital expenditure of £463k was funded using £33k DFC funding, £61k Additional Capital funding, £219k CIF money carried forward, £178.2k unreserved S106 repayment, £32k donated assets and £60k transferred back to revenue reserves.

There is no capital surplus relating to unspent devolved formula capital allocation 22/23 to be carried forward into 23/24.

During the year no historic assets received on transfer to a trust have been written off but the historic donated fixtures and fittings were fully depreciated after 10 years in 2021.

**Reserves Policy**

The trustees review the cash 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 cash reserves. The trustees have determined that the appropriate level of free cash reserves should be equivalent to one month's gross salary expenditure, which for the purposes of this year's report is in the region of £450,000, and the academy does hold a free reserve at this level. The rationale for this value is to provide for unforeseen events and to ensure commitments can be made in the event of a late income payment from the ESFA.



**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Reserves Policy (cont'd)**

Indicative use of Reserve is as follows for the following 3 years:

		£'000
<b>Capital infrastructure</b>	Building maintenance reserve	770 (2023 - 2026)
<b>Capital infrastructure</b>	Building expansion	200 (2023 - 2025)
<b>CIF Contribution</b>	Boiler Replacement Sports Hall	100 (2024 - 2025)
<b>Revenue Deficit Support</b>	Years 3 - 5 £150k pa	450 (energy liability)
<b>Strategic Opportunities</b>	Staffing	400 (reduced teacher contact time 23-25 phased ongoing annual cost in addition usual staffing demand requirements)
	MAT expansion	100
<b>Risk mitigation</b>	unfunded pay & pension rises	200
	Liquidity reserve	450 (net pay, gross pay £570k)
	Cash contingency unallocated	77
<b>Total</b>		<u>2,747</u>

The academy's current level of free reserves (total funds less fixed assets and restricted funds) is £721k (2022/23), £671k (2021/22) compared to £710k (2020/21). The value of restricted reserves has increased to £26,996M (2022/23), £26.657M (2021/22) mainly due to the actuarial gain in year on the pension reserve reducing the pension liability.

**Investment Policy**

The academy aims to manage its cash balances to provide for the day-to-day working capital requirements of its operations, whilst protecting the real long term value of any surplus cash balances against inflation. The academy does not consider the investment of funds as a primary activity, rather as a result of good stewardship as and when circumstances allow to take advantage of rising interest rates on deposit accounts. Nevertheless, the trustees' policy is to invest any surplus funds in low risk short to medium term bank deposits using the products available with our bankers, Lloyds and other banking groups to spread the risk with deposits maturing on a quarterly cycle to meet cashflow requirements or reinvested for a further year to take advantage of higher deposit rates of interest.

During 2022-2023 there has been an policy of reducing the current account balance placing £600k on a 1 year fixed interest account every 3 months , retaining £500k in the current account and any balance held in Lloyds 32day deposit account.

**Principal risks and uncertainties**

The academy has implemented a risk management policy and created a risk register and risk review process. The trustees have assessed the major risks to which the academy is exposed, in particular those relating to management of student recruitment and attainment, provision of facilities and other operational areas, its finances in the context of the national funding position and reductions in post-16 funding, and local competition for places, including the potential for expansion of school places.

The trustees have implemented a system to assess risks that the academy faces. They have introduced systems in order to minimise risk, including operational procedures (e.g. vetting of new staff and visitors, ICT back-up systems and testing) and internal financial controls. Where significant financial risk still remains, the trustees have ensured there is adequate insurance cover.

The formal risk management process assesses business risks and implements risk management strategies. This process involves identifying the types of risk the academy faces, scoring and prioritising the risks in terms of their potential operational and financial impact, assessing the likelihood of occurrence and identifying means of mitigating the risks. The analysis has been extended in the past year to include a further factor, namely the likelihood of being able to foresee the risk. The Risk Register is maintained and reviewed on a regular basis, and scores updated if appropriate once control measures are fully in place.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Principal risks and uncertainties (cont'd)**

The following general controls are in place.

- Terms of reference for all board of trustees and delegated committees under the direction of the board of trustees;
- Business and Pecuniary interests of trustees reviewed at each meeting.
- Comprehensive budgeting and management reporting.
- Established organisational structure and clear lines of reporting.
- Formal written policies.
- Clear authorisation and approval levels.
- Vetting procedures as required by law for the protection of the vulnerable.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

**Fundraising**

Trustees and senior staff are mindful of the provisions of the Charities (Protection and Social Investment) Act 2016.

Grants have been applied for and received, as described in the Financial Review. The Trust continues to explore funding opportunities and generate outside relationships and partnerships to enhance the provision of the school and the opportunities for students. Where possible the Trust looks to leverage additional funding from Government agencies or private donations to support the cost of new initiative and facilities. No professional fundraiser is contracted and fundraising conforms to the required standards with no persistent fundraising requests undertaken to avoid any pressure on any individual to donate.

Donations are welcomed from parents and other friends of the school, although are not currently actively sought. Where applicable, donations are Gift Aided. Care is taken to protect privacy under the prevailing Data Protection regulation.

There have been no complaints about fundraising during the period covered.

**Streamlined energy and carbon reporting**

The Academy's greenhouse gas emissions and energy consumption are as follows:

	2023	2022
<b>Energy consumption breakdown (kWh):</b>		
Gas	961,159	1,311,362
Electricity	762,481	805,536
Transport fuel	8,767	6,226
<b>Scope 1 emissions (in tonnes of CO2 equivalent)</b>		
Gas consumption	173.64	239.37
Owned transport	1.99	1.55
<b>Total scope 1</b>	<b>175.63</b>	<b>240.92</b>
<b>Scope 2 emissions (in tonnes of CO2 equivalent)</b>		
Purchase electricity	157.89	155.77
<b>Total gross emissions (in tonnes of CO2 equivalent)</b>	<b>333.52</b>	<b>396.69</b>

The Academy has followed and used the following quantification and reporting methodologies:

- the 2019 HM Government Environmental Reporting Guidelines;
- the GHG Reporting Protocol - Corporate Standard; and
- the 2022 UK Government's Conversion Factors for Company Reporting.

The chosen intensity ratio is total gross emissions in tonnes of CO2 equivalent per pupil, the recommended ratio for the sector.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Streamlined energy and carbon reporting (cont'd)**

Measures taken to improve energy efficiency and our carbon footprint

- 1 Continue to replace lighting with low energy LED lighting throughout the school.
- 2 Use of CIF funding to replace aging boilers with more efficient ones.
- 3 Ensure timers and thermostats on energy systems are reviewed and adjusted regularly throughout the year to minimise wasted energy.
- 4 Invest in the latest building management software to optimize efficiencies
- 5 Encourage lights to be switched off and install more movement sensors
- 6 Reviewing how the facilities as a whole are used across the school and during lettings periods to consolidate use to specific areas throughout the week to minimise energy usage in rarely used areas outside school hours.
- 7 Invest in solar and battery technology by 2025 to generate renewable energy.

**Funds held as custodian on behalf of others**

The academy and its trustees do not act as the Custodian Trustees of any other Charity.

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**Auditors**

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors on 4 December 2023 and signed on its behalf by:



.....  
**Jane Price**

**Chair of Trustees**

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2023****Scope of Responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that Stratford upon Avon School has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives, and can provide only reasonable and not absolute assurance against material misstatement or loss.

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Governing Board has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Stratford upon Avon School and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities.

The Board of Trustees has formally met 6 times during the year, attendance was as follows:

	<b>Meetings attended</b>	<b>Out of a possible</b>
P Heath	5	6
E Heathcote-James	2	6
J Price	6	6
S Nicholson	3	5
T Irish	4	6
J Baker	4	6
E Rowlands	3	3
N Wallace, Head Teacher & Accounting Officer	6	6
M Richardson	4	6

Note: For those appointed as Trustees during the course of 2022-23, but having previously attended the meeting as an observer, their attendance at meetings as an observer is included in the totals shown.

Note: Members are only required to attend the AGM

**Conflicts of Interest**

The Trust requires all staff, Trustees, and Governors who are committee members to complete a declaration of interest form annually before the first Board meeting in September. Declarations of interest regarding the agenda and any updates to the register of interests are standard agenda items on any Board, Trustees, or Committee meeting to ensure these remain current throughout the year. The Clerk to the Governors updates any statutory declarations at Companies House or on the GIS. Where an interest is declared which could have a significant and direct influence on an agenda item that person is required to withdraw from the discussion and any subsequent vote.

**Governance Review**

Our governance structures, culture, and recruitment and development continue to strengthen. We recruit regularly to build our collective skills and experience across areas of professional expertise and lived experience, and balance community, parent, and staff representation. Establishing clear individual and collective roles and responsibilities, providing team-building opportunities and internal as well as external training have deepened the effectiveness of governance.

During the year 2022-23 the Board retained a core of Trustees who met regularly to focus on strategic development and to provide overall oversight of the school. The Board continued to delegate detailed oversight to two committees - the Resources Committee (focused on finances, staffing and infrastructure) and Quality of Education Committee (focused on the experience of pupils and parents, through pastoral care and teaching). The committees provide a diversity of perspectives by including wider representation from parents, staff and the community to work alongside the Trustees. The committee members are known as the school governors. Two trustees resigned – Sean Nicholson as he approached the end of his first four-year term, and Tracy Irish after her second four-year term. Both had made a strong contribution to the school during their tenure.

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2023****Governance Review (cont'd)**

The current Trustees have a range of relevant skills and experience for strategic leadership of the Academy, including corporate organisational leadership and management, law, marketing and PR, Human Resources, education and school leadership and project management. The make-up of the Board also meets the requirement of our Articles of Association for 'parent' representation - two of the Trustees were carers of pupils at the school during the year.

The wider governor body of committee members (including parent, community, and staff governors) provides resilience in professional skills and governance experience to ensure effective succession planning for the Board. The committee members have dedicated areas of responsibility such as Health and Safety, Exams, SEND, Pupil Premium, IT, estates, and Safeguarding. They provide scrutiny, bring wider perspective to governor considerations, and support an effective timetable of school visits.

To ensure the attention of all governors is focused on where it should be, the Board and committee agenda are based on areas of high risk (see risk sections below), pro-active school development, and compliance. A Governor Action Plan was maintained to track intentions and actions, and this was reviewed at the end of the year. The Board and the committees continue to use a hybrid approach to their meetings as this reduces the demand on staff to attend evening meetings. Professional relationship-building and effective challenge are benefiting from a return to more in-person meetings.

The Quality of Education committee met 6 times during the year. They received regular reports from the Pastoral Team regarding attendance, behaviour, exclusions etc; from the Teaching and Learning Team regarding progress and attainment; and from Curriculum Leaders about their subject area. The Quality of Education working group continued to make effective classroom visits to triangulate data and reports provided in meetings. An experienced School Improvement Partner was commissioned to visit the school on 3 occasions, providing advice and support to the Senior Leadership Team and staff, and a report to the Trustees.

The Resources Committee also met 6 times during the year to ensure a secure financial position, and compliance and propriety in the planned and actual use of funds. They also monitored the progress of the Site Expansion, managed audit matters, IT security, health and safety, and HR issues. The Resources Committee is also represented on the school HR Committee.

Continuing development of our governance capability has been supported by:

- Maintenance of a skills audit for all governors to provide an overview of our skills strengths and gaps
- Internal training over a half-day each term. The subjects covered this year included GDPR, Levelling up in Education, School Finance, and team building
- External training accessed by individuals
- Appointment of a training governor

To ensure our members can provide informed oversight of the Board, they bring both relevant professional experience and knowledge of the school. They include current committee members (from the wider governing body) and former Trustees, and some are also parents. They were invited to, and all attended, the end-of-year review with the Board, as well as the AGM.

Attendance during the year at meetings was as follows:

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
P Heath	3	5
J Price	5	5
N Wallace	5	5
E Rowlands	5	5
E Heathcote-James	1	5
M Richardson	4	5
<b>Committee Member</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
N Williams	2	5
M Douglass	2	2
P Macpherson	3	4
C Parrott	5	5

Note: For those appointed as Trustees during the course of 2022-23, but having previously attended the meeting as an observer, their attendance at meetings as an observer is included in the totals shown.

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2023****Review of Value for Money**

As accounting officer, the Head Teacher has responsibility for ensuring that the Academy delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the Academy's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the Academy has delivered improved value for money during the year by:

- 1 Making use of an interactive deployment planning tool, curriculum planning and development plans, to ensure recruitment only where we can evidence the need. This is supported by a justification being made for every post, prior to recruitment. This is an open and transparent system.
- 2 Provision of external services to other schools where we have skills and capacity to help their development, providing value for money to those schools, and a valuable income stream to the academy.
- 3 Making maximum use of external grants and funding streams to expand and enhance our provision of facilities, environmental improvements and services to support student learning, careers and progression.
- 4 Continuing work with other local academies into shared procurement and using joint benchmarking to drive costs down.
- 5 Making use of the published DfE spending breakdowns to benchmark the academy spend.
- 6 Making use of brokerage and crown commercial services frameworks to reduce operational costs.
- 7 The accounting officer for the Academy ensures the trust's estate is safe, well maintained, and complies with regulations through a series of audits in non-financial areas by employing a number of external consultants to review these areas and identify any current or potential liabilities requiring improvement. The Trust retains sufficient reserves as a contingency to meet day to day maintenance requirements within its budget as well as any unexpected, urgent requirement. This is supplemented by a planned capital maintenance programme, part funded in support of bids to the ESFA Condition Improvement Fund as appropriate to attract funding on a best value basis through the tender process. Improvement and expansion works have also been undertaken with the Local Authority using S106 or growth funding within which we consider the added value of upgrading associated systems as part of the works which represents a best value approach to effective use of funds to reduce future potential maintenance liabilities. This has been a successful approach within recent years to replace aging mechanical, electrical and fire safety equipment to improve energy efficiency and prevent risk associated with legacy systems.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Stratford upon Avon School for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The Board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees. The Trustees will commission external consultants to undertake review of key financial and non-financial operational risk areas and will identify areas of focus for each academic year.

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2023****The risk and control framework**

The Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- regular reviews by the Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks
- evaluation of other non financial risk areas such as ICT security, health and safety and catering operations.

Our external financial consultant is retained for future internal scrutiny of governance and academies trust handbook compliance but was not specifically used in 2022-2023 as the trust focused on other areas of non financial compliance and we are seeking to appoint a qualified internal auditor for 2023-2024 to undertake the financial testing elements of the internal financial controls.

The internal audit role includes giving advice on financial and other matters and performing a range of checks on the Academy's financial systems. In particular, the checks carried out in the current period included:

- testing of payroll systems
- testing of purchase systems
- testing of control account/ bank reconciliations
- cash management
- governance and committee terms of reference
- budget setting and control processes
- risk register
- finance regulations manual
- compliance with the Academies Trust Handbook

On a periodic basis, the Internal auditor or external consultant reports to the Board of Trustees through the resources committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares a short annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The board of trustees opted to undertake non financial areas of audit work during 2022-2023 in accordance with the Academies Trust Handbook.

Some random internal checks on payroll, contracts of employment details and journals were undertaken by staff and details verified. There were no control, misstatement or processing concerns with accurate records maintained and staff accurately paid.

Areas of focus for 2022-2023 include a review and testing of ICT systems, threat protection measures, backup integrity, data protection and compliance, a review of catering practices, procedures and financial performance by Litmus Partnership June 2023 and an insurance fire risk improvement assessment by our insurers Zurich Insurance April 2023. 2 of the main fire risk improvements were undertaken immediately and the requested building valuation has been actioned awaiting the report due November 2023.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the resources committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Previous internal and external audits over the past few years have demonstrated strong, consistent and robust financial and governance procedures and compliance. No instances of material irregularity, impropriety or funding non-compliance have been discovered.

Overall the Board of Trustees were satisfied that the level of scrutiny was satisfactory in 2022-2023 and that internal controls of the academy have been adhered to.



**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2023****Review of effectiveness**

As Accounting Officer, the Head Teacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor;
- the work of the external auditor;
- the work of external consultants in identified risk areas;
- the school resource management self-assessment tool;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

Approved by order of the members of the Board of Trustees on 4 December 2023 and signed on their behalf by:



.....  
**J Price**  
**Chair of Trustees**



.....  
**N Wallace**  
**Accounting Officer**



**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2023**

As Accounting Officer of Stratford upon Avon School I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, including for estates safety and management, under the funding agreement between the academy trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academy Trust Handbook 2022.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and the ESFA.



**N Wallace**  
**Accounting Officer**  
**4 December 2023**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees (who act as trustees of Stratford upon Avon School and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards FRS102 have been followed, subject to any material departures disclosed and explained in the financial statements;
- disclose material departures and explain them in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the academy will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company, and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Governing Board on 4 December 2023 and signed on its behalf by:



.....  
J Price

Chair of Trustees

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF STRATFORD UPON AVON SCHOOL FOR THE YEAR ENDED 31 AUGUST 2023**

### **Opinion**

We have audited the financial statements of Stratford upon Avon School (the Academy Trust) for the year ended 31 August 2023 which comprise Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statement, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Stratford upon Avon School's affairs as at 31 August 2023 and of its incoming resources and application of resources, including income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statement is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Stratford upon Avon School's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF STRATFORD UPON AVON SCHOOL FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the Strategic Report, and the Trustees Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

**Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement set out on page 26, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Stratford upon Avon School's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF STRATFORD UPON AVON SCHOOL FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the Stratford upon Avon School and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by the Stratford upon Avon School, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities SORP 2019 and Academies Accounts Direction 2022 to 2023. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and the Stratford upon Avon School's net income for the year.

To help us identify instances of non-compliance with these laws and regulations, and in identifying and assessing the risks of material misstatement in respect to non-compliance, our procedures included, but were not limited to:

- Inquiring of management and, where appropriate, those charged with governance, as to whether the Academy Trust is in compliance with laws and regulations, and discussing their policies and procedures regarding compliance with laws and regulations;
- Inspecting correspondence, if any, with relevant licensing or regulatory authorities;
- Communicating identified laws and regulations to the engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the Academy Trust which were contrary to applicable laws and regulations, including fraud.

We also considered those laws and regulations that have a direct effect on the preparation of the financial statements, such as the funding agreement with the Department of Education, tax legislation, pension legislation, the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF STRATFORD UPON AVON SCHOOL FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Auditor's responsibilities for the audit of the financial statements (cont'd)**

In addition, we evaluated the Trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to income recognition (which we pinpointed to the cut off assertion) and significant one-off or unusual transactions.

Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the Trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

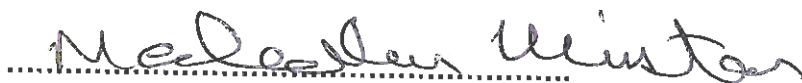
A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of the audit report**

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

**Use of our report**

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



**Malcolm Winston**

**Senior Statutory Auditor**

**UHY Hacker Young (Birmingham) LLP, Statutory Auditor**

**9-11 Vittoria Street**

**Birmingham**

**B1 3ND**

**4 December 2023**

## **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO STRATFORD UPON AVON SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2023**

In accordance with the terms of our engagement letter dated 6 July 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2022 to 2023 we have carried out an engagement to obtain limited assurance about whether, the expenditure disbursed and income received by the Academy Trust during the year period 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to

This report is made solely to the Stratford upon Avon School and the ESFA in accordance with our engagement letter. Our review has been undertaken so that we might state to the governing body and the ESFA those matters we are required to state to it in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Stratford upon Avon School and the ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Stratford upon Avon School's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Stratford upon Avon School funding agreement with the Secretary of State for Education dated 22 March 2011, and the Academy Trust Handbook extant from 1 September 2019 for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2022 to 2023. We report to you whether, anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

### **Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the academy trust's income and expenditure.

Summary of the work undertaken was as follows:

- Analytical review of the academy trust's general activities are within the academy trusts framework of authorities;
- Consideration of the evidence supporting the accounting officers statement on regularity, propriety and
- Review of the general control environment for the academy trust on financial statements and on
- Sample testing of expenditure transactions to ensure the activity is permissible within the academy trust's framework of authority;
- Confirmation that a sample of expenditure has been appropriately authorised in accordance with the academy trust's delegated authorities;



**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO  
STRATFORD UPON AVON SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY FOR THE  
YEAR ENDED 31 AUGUST 2023 (cont'd)**

**Approach (cont'd)**

- Formal representations obtained from the board of Trustees and the accounting officer acknowledging the responsibilities including disclosing all non compliance with laws and regulations specific to the authorising framework;
- Confirmation that any extra contractual payments such as severance and compensation payments have been appropriately authorised;
- Review of credit card expenditure for any indication of personal use by staff, principal or trustees;
- Review of specific terms of grant funding within the funding agreement;
- Review of related party transactions for connections with the Principal / Finance & Operations Director or trustees; and
- Review of income received in accordance with the activities permitted within the academy trust's charitable objectives.

**Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year ended 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

  
.....  
**UHY Hacker Young (Birmingham) LLP**  
**9-11 Vittoria Street**  
**Birmingham**  
**B1 3ND**

**4 December 2023**



**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2023**  
**(Including Income and Expenditure Account)**

		Unrestricted	Restricted	Restricted	Total	Total
	Note	Funds	General	Fixed	2023	2022
		£'000	Funds	Asset	£'000	£'000
		£'000	£'000	Funds	£'000	£'000
<b>Income from:</b>						
Donations and capital grants	3	5	-	304	309	1,599
Charitable activities:						
- Funding for the academy trust's educational operations	4	555	10,444	-	10,999	9,993
Other trading activities	5	215	-	-	215	173
Investment income	6	13	-	-	13	1
<b>Total</b>		<b>788</b>	<b>10,444</b>	<b>304</b>	<b>11,536</b>	<b>11,766</b>
<b>Expenditure on:</b>						
Raising funds	7	24	-	-	24	-
Charitable activities:						
- Academy trust's educational operations	7 & 8	714	10,200	802	11,716	10,950
<b>Total</b>		<b>738</b>	<b>10,200</b>	<b>802</b>	<b>11,740</b>	<b>10,950</b>
<b>Net Income/(expenditure)</b>		<b>50</b>	<b>244</b>	<b>(498)</b>	<b>(204)</b>	<b>816</b>
Transfers between funds	17	-	60	(60)	-	-
<b>Other recognised gains and losses</b>						
Actuarial gain on defined benefit pension schemes	26	-	593	-	593	5,111
<b>Net movement in funds</b>		<b>50</b>	<b>897</b>	<b>(558)</b>	<b>389</b>	<b>5,927</b>
<b>Reconciliation of funds</b>						
<b>Total funds brought forward</b>	17	<b>671</b>	<b>900</b>	<b>25,757</b>	<b>27,328</b>	<b>21,401</b>
<b>Total funds carried forward</b>	17	<b>721</b>	<b>1,797</b>	<b>25,199</b>	<b>27,717</b>	<b>27,328</b>

## BALANCE SHEET AS AT 31 AUGUST 2023

	Note	2023 £'000	2022 £'000
<b>Fixed assets</b>			
Intangible assets	12	-	-
Tangible assets	13	25,199	25,538
		<u>25,199</u>	<u>25,538</u>
<b>Current assets</b>			
Stock	14	12	13
Debtors	15	702	552
Cash at bank and in hand		2,748	2,775
		<u>3,462</u>	<u>3,340</u>
<b>Current liabilities</b>			
Creditors: Amounts falling due within one year	16	(592)	(702)
<b>Net current assets</b>		<u>2,870</u>	<u>2,638</u>
<b>Total assets less current liabilities</b>		<u>28,069</u>	<u>28,176</u>
<b>Net assets excluding pension liability</b>		<u>28,069</u>	<u>28,176</u>
Defined benefit pension scheme liability	26	(352)	(848)
<b>Total Net Assets</b>		<u>27,717</u>	<u>27,328</u>
<b>Funds of the Academy:</b>			
<b>Restricted funds</b>			
- Fixed asset fund	17	25,199	25,757
- Restricted income fund	17	2,149	1,748
- Pension reserve	17	(352)	(848)
<b>Total Restricted Funds</b>		<u>26,996</u>	<u>26,657</u>
<b>Unrestricted income fund</b>	17	721	671
<b>Total Unrestricted Funds</b>		<u>721</u>	<u>671</u>
<b>Total Funds</b>		<u>27,717</u>	<u>27,328</u>

The financial statements on pages 33 to 52 were approved by the trustees and authorised for issue on 4 December 2023 and signed on their behalf by:



J Price

Chair of Trustees

**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2023**

	<b>Note</b>	<b>2023 £'000</b>	<b>2022 £'000</b>
Net cash provided by operating activities	21	119	632
Cash flows from investing activities	22	(146)	(87)
Cash flows from financing activities	23	-	-
Change in cash and cash equivalents in the reporting period		<u>(27)</u>	<u>545</u>
 Cash and cash equivalents at 1 September	24	<b>2,775</b>	<b>2,230</b>
Cash and cash equivalents at 31 August	24	<u><b>2,748</b></u>	<u><b>2,775</b></u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

**1 Statement of Accounting Policies: Basis of preparation**

A summary of principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

**Basis of Preparation**

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities : Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Stratford upon Avon School meets the definition of a public benefit entity under FRS 102.

**Going Concern**

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

**Income**

All incoming resources are recognised when the academy trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

- **Grants**

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance-related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance sheet in the restricted fixed asset fund.

- **Donations**

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured.

- **Other income**

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the Academy Trust has provided the goods or services.

- **Donated goods, facilities and services**

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

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)**

- **Donated goods, facilities and services (cont'd)**

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

**Expenditure**

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

- **Expenditure on Raising Funds**

This includes all expenditure incurred by the academy trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

- **Charitable Activities**

These are costs incurred on the academy trust's educational operations, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

**Intangible Fixed Assets**

Intangible assets costing £2,500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Computer software - 3 years

**Tangible Fixed Assets**

Assets costing £2,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a basis over its expected useful life,

Long term leasehold property	2% straight line
Furniture and equipment	10% straight line
Computer equipment	25% straight line

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Tangible Fixed Assets (cont'd)**

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

**Stock**

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.

**Liabilities**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**Financial Instruments**

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust and their measurement basis are as follows:

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments.

*Cash at bank* - is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* - trade creditors, accruals and other creditors are financial instrument, and are measured at amortised cost as detailed in notes 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**Leased Assets**

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

**Taxation**

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Pensions Benefits**

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is a multi employer scheme with no underlying assets to assign between employers. Consequently the TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a multi funded employer scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)**

The amounts charged to operating surplus are the current service costs and the costs of the scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

**Fund Accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy trust at the discretion of the trustees. Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency/Department for

**Agency Arrangements**

The Academy Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 29.

**Critical accounting estimates and areas of judgement**

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

**Critical accounting estimates and assumptions**

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**Donated fixed assets**

When assets are donated by the local authority the Academy Trust makes an initial estimate in respect of the valuation of the land and buildings being recognised. These estimates are calculated using available information provided by the local authority. Subsequent treatment would be that upon receipt of a formal valuation, the asset valuation is updated accordingly. Please refer to Note 3 for further details.

The car park was purchased by Warwickshire County Council to facilitate the expansion of the Trust. The leasehold title passed to Stratford Upon Avon School. The land has not been recognised in the financial statements due to the land being redeveloped as part of a larger project, therefore the Trust does not have the ability to use the asset and its valuation is difficult to estimate in the current state. The Trust will recognise the asset upon the completion of the project, when the valuation can be reliably estimated.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

**2 GENERAL ANNUAL GRANT (GAG)**

Under the funding agreement with the Secretary of State the academy trust was subject to limits at 31 August 2023 on the amount of GAG that could be carried forward from one year to the next, however these limits have been removed under the Academies Trust Handbook 2022 paragraph 5.29.

**3 DONATIONS AND CAPITAL GRANTS**

	Unrestricted Funds £'000	Restricted Fixed Assets Funds £'000	Total 2023 £'000	Total 2022 £'000
Donated fixed assets	-	-	-	1,346
CIF	-	-	-	219
DFC	-	33	33	32
Additional capital grants	-	61	61	-
LA capital grants	-	178	178	-
Donations	5	32	37	2
	<u>5</u>	<u>304</u>	<u>309</u>	<u>1,599</u>

The income from donations and capital grants was £309,000 (2022: £1,599,000) of which £5,000 (2022: £2,000) was unrestricted, £Nil (2022: £Nil) restricted and £304,000 (2022: £1,597,000) restricted fixed assets.

**4 FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS**

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000	Total 2022 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG) (note 2)	-	7,663	7,663	7,192
Post 16- 19 funding (note 2)	-	1,267	1,267	1,189
<b>Other DfE/ESFA grants</b>				
Rates relief	-	51	51	47
Pupil Premium	-	306	306	267
Teachers pay grant	-	-	-	19
Teachers pension grant	-	51	51	54
Mainstream additional schools grant	-	133	133	-
Early careers framework	-	16	16	-
Supplementary grant	-	247	247	122
National tutoring programme	-	33	33	-
School led tutoring	-	13	13	15
Other DfE/ESFA grants	-	-	-	8
	<u>-</u>	<u>9,780</u>	<u>9,780</u>	<u>8,913</u>
<b>Other Government grants</b>				
Special educational needs grant	-	138	138	130
Other LA grants	-	97	97	85
	<u>-</u>	<u>235</u>	<u>235</u>	<u>215</u>
<b>COVID-19 DfE/ESFA additional funding</b>				
Covid recovery premium	-	78	78	38
	<u>-</u>	<u>78</u>	<u>78</u>	<u>38</u>
Other income from the academy trust's educational operations				
Pupil catering income	548	-	548	458
Other income	7	302	309	326
Other grants	-	49	49	43
	<u>555</u>	<u>351</u>	<u>906</u>	<u>827</u>
	<u>555</u>	<u>10,444</u>	<u>10,999</u>	<u>9,993</u>

The income from funding for the academy Trust's educational operations was £10,999,000 (2022: £9,993,000) of which £555,000 (2022: £481,000) was unrestricted and £10,444,000 (2022: £9,512,000) restricted.



## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

## 5 OTHER TRADING ACTIVITIES

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000	Total 2022 £'000
Hire of facilities	101	-	101	111
Income from recharge of services	69	-	69	34
Non pupil catering	45	-	45	28
	<u>215</u>	<u>-</u>	<u>215</u>	<u>173</u>

The income from the academy trust's other trading activities was £215,000 (2022: £173,000) of which £215,000 (2022: £152,000) was unrestricted and £Nil (2022: £21,000) restricted.

## 6 INVESTMENT INCOME

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000	Total 2022 £'000
Bank interest received	13	-	13	1
	<u>13</u>	<u>-</u>	<u>13</u>	<u>1</u>

The income from the academy trust's investment income was unrestricted for both years.

## 7 EXPENDITURE

	Staff Costs £'000	Non Pay Expenditure		Total 2023 £'000	Total 2022 £'000
		Premises £'000	Other Costs £'000		
Expenditure on raising funds					
- Direct costs	-	-	-	-	-
- Allocated support costs	14	-	10	24	-
	<u>14</u>	<u>-</u>	<u>10</u>	<u>24</u>	<u>-</u>
Academy's educational operations					
- Direct costs	7,276	802	1,022	9,100	7,889
- Allocated support costs	1,524	472	620	2,616	3,061
	<u>8,800</u>	<u>1,274</u>	<u>1,642</u>	<u>11,716</u>	<u>10,950</u>
<b>Total costs</b>	<u><b>8,814</b></u>	<u><b>1,274</b></u>	<u><b>1,652</b></u>	<u><b>11,740</b></u>	<u><b>10,950</b></u>

The expenditure was £11,740,000 (2022: £10,950,000) of which £738,000 (2022: £675,000) was unrestricted, £10,200,000 (2022: £9,490,000) restricted and £802,000 (2022: £785,000) restricted fixed assets.

	Total 2023 £'000	Total 2022 £'000
<b>Net (income)/expenditure for the year include:</b>		
Operating leases rentals	10	23
Depreciation	802	784
Amortisation	-	1
Fees payable to auditor for:		
- Audit	9	15
- Other services	<u>3</u>	<u>6</u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

**8 CHARITABLE ACTIVITIES**

	2023	2022
	£'000	£'000
Direct costs - educational operations	9,100	7,889
Support costs - educational operations	2,616	3,061
	<b>11,716</b>	<b>10,950</b>

**Analysis of Support Costs**

	2023	2022
	£'000	£'000
Support staff costs	1,524	1,896
Technology costs	43	22
Premises costs	472	398
Legal costs - Other	2	16
Other support costs	555	707
Catering Costs	-	-
Governance	20	22
	<b>2,616</b>	<b>3,061</b>

**9 STAFF****a Staff costs**

Staff costs during the year were:

	2023	2022
	£'000	£'000
Wages and salaries	6,497	5,694
Social security costs	658	568
Pension costs	1,563	1,856
	<b>8,718</b>	<b>8,118</b>

Agency staff costs

Staff restructuring costs

	96	68
	-	18
	<b>8,814</b>	<b>8,204</b>

**Staff restructuring costs comprise:**

Severance payments

	-	18
	-	18

**b Staff severance contractual and non contractual payments**

The academy trust paid Nil (2022: 1) severance payments in the year, disclosed in the following bands:

	2023	2022
0 - £25,000	-	1

**c Special staff severance non contractual payments**

Included in staff restructuring costs are special severance payments totalling £Nil (2022 : £12,000).

**d Staff numbers**

The average number of persons (including School Leadership Team) employed by the Academy during the year ended 31 August 2023 expressed as whole persons was as follows:

	2023	2022
	No.	No.
<b>Charitable Activities</b>		
Teachers	100	89
Administration and support - including Teaching Assistants	123	110
Management	11	10
	<b>234</b>	<b>209</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

**9 STAFF (cont'd)****e 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	1	2
£70,001 - £80,000	3	2
£110,001 - £120,000	-	1
£120,001 - £130,000	1	-
	<u>5</u>	<u>5</u>

**f Key management personnel**

The key management of the academy trust comprise the trustees and the Senior Leadership 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 £1,017,117 (2022: £846,000).

**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 trustees receive remuneration in respect of their contracts of employment as principal and staff and not in respect of their services as governors. Other governors did not receive any payments from the Academy Trust in respect of their role as governors. The value of governor's remuneration and other remuneration was as follows:

	2023	2022
N Wallace		
Remuneration	£120,000 - £125,000	£110,000 - £115,000
Employers pension contribution	£25,000 - £30,000	£25,000 - £30,000

During the year ended 31 August 2023, no Trustee expenses have been incurred (2022 - £Nil).

**11 TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice the academy has purchased insurance to protect trustees' and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim. The cost of this insurance is included in the total insurance cost of the ESFA's RPA scheme.

**12 INTANGIBLE FIXED ASSETS**

	Computer software £'000
<b>Cost</b>	
At 1 September 2022	8
Additions	-
Disposals	-
At 31 August 2023	<u>8</u>
<b>Depreciation</b>	
At 1 September 2022	8
Charged in year	-
Disposals	-
At 31 August 2023	<u>8</u>
<b>Net book value</b>	
At 31 August 2023	<u>-</u>
At 31 August 2022	<u>-</u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

## 13 TANGIBLE FIXED ASSETS

	Leasehold Land & Buildings £'000	Furniture & Equipment £'000	Computer Equipment £'000	Total £'000
<b>Cost</b>				
At 1 September 2022	31,575	1,013	588	33,176
Additions	-	313	150	463
At 31 August 2023	<u>31,575</u>	<u>1,326</u>	<u>738</u>	<u>33,639</u>
<b>Depreciation</b>				
At 1 September 2022	6,635	639	364	7,638
Charged in year	631	66	105	802
At 31 August 2023	<u>7,266</u>	<u>705</u>	<u>469</u>	<u>8,440</u>
<b>Net book value</b>				
At 31 August 2023	<u>24,309</u>	<u>621</u>	<u>269</u>	<u>25,199</u>
At 31 August 2022	<u>24,940</u>	<u>374</u>	<u>224</u>	<u>25,538</u>
<b>14 STOCK</b>			<b>2023</b>	<b>2022</b>
Finished goods and goods for resale			£'000	£'000
			12	13
<b>15 DEBTORS</b>			<b>2023</b>	<b>2022</b>
			£'000	£'000
Trade debtors			210	17
VAT recoverable			298	100
Other debtors			3	2
Prepayments and accrued income			191	433
			<u>702</u>	<u>552</u>
<b>16 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			<b>2023</b>	<b>2022</b>
			£'000	£'000
Trade creditors			318	277
Taxation and social security			162	145
Other creditors			28	25
Accruals			33	153
Deferred income			51	102
			<u>592</u>	<u>702</u>
<b>Deferred Income</b>				
Deferred income at 1 September			102	101
Resources deferred in the year			51	102
Amounts released from previous years			(102)	(101)
Deferred income at 31 August			<u>51</u>	<u>102</u>

As at 31 August 2023, the Academy Trust was holding funds in respect of educational trips totalling £33,981 (2022 : £94,075), £9,240 (2022 : £8,000) in respect of music lessons, £7,346 (2022 : £Nil) in respect of successful insurance claims to be paid to students.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

## 17 FUNDS

The income funds of the academy comprise the following balances of grants to be applied for specific purposes:

	Balance at 1 September 2022 £'000	Incoming Resources £'000	Resources Expended £'000	Gains, Losses & Transfers £'000	Balance at 31 August 2023 £'000
<b>Restricted general funds</b>					
General annual grant (GAG) (note i)	989	7,663	(6,563)	60	2,149
Post 16-19 core funding	-	1,267	(1,267)	-	-
Rates relief	-	51	(51)	-	-
Pupil premium - ESFA (note ii)	23	306	(329)	-	-
Supplementary grant	-	247	(247)	-	-
Teachers pay grant	563	-	(563)	-	-
Teachers pension grant	-	51	(51)	-	-
Local authority - SEN	132	138	(270)	-	-
Local authority - other	-	97	(97)	-	-
Mainstream additional schools grant	-	133	(133)	-	-
Early careers framework	-	16	(16)	-	-
National tutoring programme	-	33	(33)	-	-
School led tutoring	-	13	(13)	-	-
ESFA recovery premium	-	78	(78)	-	-
Other grants	-	49	(49)	-	-
School trips	-	302	(302)	-	-
Other trading activities restricted (note iii)	13	-	(13)	-	-
Donations	28	-	(28)	-	-
	<b>1,748</b>	<b>10,444</b>	<b>(10,103)</b>	<b>60</b>	<b>2,149</b>
<b>Restricted fixed asset funds</b>					
Fixed assets donation (note iv)	24,498	32	(621)	(32)	23,877
ESFA capital grants (note iv)	343	94	(25)	-	412
Capital expenditure from GAG (note v)	702	-	(150)	150	702
LA capital grants	-	178	-	(178)	-
Private sector capital grants	214	-	(6)	-	208
<b>Total restricted funds</b>	<b>25,757</b>	<b>304</b>	<b>(802)</b>	<b>(60)</b>	<b>25,199</b>
<b>Restricted pension scheme liability</b>					
Pension reserve (note vi)	(848)	-	(97)	593	(352)
	<b>(848)</b>	<b>-</b>	<b>(97)</b>	<b>593</b>	<b>(352)</b>
<b>Total restricted funds</b>	<b>26,657</b>	<b>10,748</b>	<b>(11,002)</b>	<b>593</b>	<b>26,996</b>
<b>Unrestricted funds</b>					
Unrestricted funds (note vii)	671	788	(738)	-	721
<b>Total unrestricted funds</b>	<b>671</b>	<b>788</b>	<b>(738)</b>	<b>-</b>	<b>721</b>
<b>Total Funds</b>	<b>27,328</b>	<b>11,536</b>	<b>(11,740)</b>	<b>593</b>	<b>27,717</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

## 17 FUNDS (cont'd)

## Notes

- i) General Annual Grant must be used for the normal running costs of the academy. Under the funding agreement with the Secretary of State, the academy trust was subject to a limit on the amount of GAG that it would carry forward at 31 August 2023. The ESFA have however agreed that the limit on the amount of GAG that can be carried forward can be exceeded (see note 2).
- ii) Other ESFA and local authority grants are utilised for the purposes intended. Grants include SEN, pupil premium, devolved formula revenue and other grants.
- iii) Other restricted general funds include payments made in advance towards academy trips that will take place in the future.
- iv) Restricted fixed assets were initially funded by WCC donating Academy land and buildings. Subsequently, DFE/ESFA capital grants and loan have been used to fund additions. Depreciation is then charged against these assets over the life of the asset.
- v) The gross transfer from the restricted general fund to the restricted fixed asset fund of £150,000 (2022: £183,000) represents the total capital expenditure from the General Annual Grant (GAG) during the year.
- vi) The pension reserve represents the deficit on the Local Government Pension Scheme (see note 27).
- vii) Unrestricted funds include voluntary payments made to the school fund and surpluses transferred on academy conversion to be spent at the discretion of the trustees.

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

	Balance at 1 September 2021 £'000	Incoming Resources £'000	Resources Expended £'000	Gains, Losses & Transfers £'000	Balance at 31 August 2022 £'000
<b>Restricted general funds</b>					
General annual grant (GAG) (note i)	354	7,192	(6,374)	(183)	989
Post 16-19 core funding	-	1,189	(1,189)	-	-
Rates relief	-	47	(47)	-	-
Pupil premium - ESFA (note ii)	23	267	(267)	-	23
Supplementary grant	-	122	(122)	-	-
Teachers pay grant	563	73	(73)	-	563
Other ESFA grants	-	8	(8)	-	-
Local authority - SEN	132	215	(215)	-	132
School catering	-	346	(346)	-	-
School led tutoring	-	15	(15)	-	-
ESFA catch up premium	84	-	(84)	-	-
ESFA other Covid 19 funding	-	38	(38)	-	-
Other trading activities restricted (note iii)	12	21	(20)	-	13
Donations	28	-	-	-	28
	<b>1,196</b>	<b>9,533</b>	<b>(8,798)</b>	<b>(183)</b>	<b>1,748</b>
<b>Restricted fixed asset funds</b>					
Fixed assets donation (note iv)	23,787	1,346	(635)	-	24,498
ESFA capital grants (note iv)	124	251	(32)	-	343
Capital expenditure from GAG (note v)	602	-	(83)	183	702
Private sector capital grants	249	-	(35)	-	214
<b>Total restricted funds</b>	<b>24,762</b>	<b>1,597</b>	<b>(785)</b>	<b>183</b>	<b>25,757</b>
<b>Restricted pension scheme liability</b>					
Pension reserve (note vi)	(5,267)	-	(692)	5,111	(848)
	<b>(5,267)</b>	<b>-</b>	<b>(692)</b>	<b>5,111</b>	<b>(848)</b>
<b>Total restricted funds</b>	<b>20,691</b>	<b>11,130</b>	<b>(10,275)</b>	<b>5,111</b>	<b>26,657</b>
<b>Unrestricted funds</b>					
Unrestricted funds (note vii)	710	636	(675)	-	671
<b>Total unrestricted funds</b>	<b>710</b>	<b>636</b>	<b>(675)</b>	<b>-</b>	<b>671</b>
<b>Total Funds</b>	<b>21,401</b>	<b>11,766</b>	<b>(10,950)</b>	<b>5,111</b>	<b>27,328</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

## 18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2023 are represented by:

	Unrestricted	Pension	General	Fixed	
	Funds	Restricted	Restricted	Assets	
	Funds	Funds	Funds	Restricted	Total
	£'000	£'000	£'000	Funds	£'000
Tangible fixed assets	-	-	-	25,199	25,199
Current assets	721	-	2,741	-	3,462
Current liabilities	-	-	(592)	-	(592)
Non-current liabilities	-	-	-	-	-
Pension scheme liability	-	(352)	-	-	(352)
	<u>721</u>	<u>(352)</u>	<u>2,149</u>	<u>25,199</u>	<u>27,717</u>

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

Fund balances at 31 August 2022 are represented by:

	Unrestricted	Pension	General	Fixed	
	Funds	Restricted	Restricted	Assets	
	Funds	Funds	Funds	Restricted	Total
	£'000	£'000	£'000	Funds	£'000
Tangible fixed assets	-	-	-	25,538	25,538
Current assets	671	-	2,450	219	3,340
Current liabilities	-	-	(702)	-	(702)
Pension scheme liability	-	(848)	-	-	(848)
	<u>671</u>	<u>(848)</u>	<u>1,748</u>	<u>25,757</u>	<u>27,328</u>

## 19 CAPITAL COMMITMENTS

	2023	2022
	£'000	£'000
Contracted for, but not provided in the financial statements	Nil	264
Authorised by trustees, but not yet contracted	Nil	Nil

## 20 COMMITMENTS UNDER OPERATING LEASES

*Operating leases*

At 31 August 2023 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases which expire:

	2023	2022
	£'000	£'000
• Within one year	15	-
• Between two to five years	61	-
• After five years	-	-
	<u>76</u>	<u>-</u>



## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

<b>21 RECONCILIATION OF NET (DEFICIT)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>	<b>2023</b>	<b>2022</b>	
	<b>£'000</b>	<b>£'000</b>	
Net (deficit)/income for the reporting period (as per the SOFA)	(204)	816	
Adjusted for:			
Amortisation (note 12)	-	1	
Depreciation (note 13)	802	784	
Donated fixed assets	-	(1,346)	
Capital grants from DfE and other capital income	(304)	(251)	
Interest receivable (note 6)	(13)	(1)	
Defined benefit pension scheme cost less contributions payable (note 26)	60	600	
Defined benefit pension scheme finance cost (note 26)	37	92	
Decrease/(increase) in stock	1	(9)	
Increase in debtors	(150)	(209)	
(Decrease)/increase in creditors	(110)	155	
<b>Net cash provided by operating activities</b>	<b>119</b>	<b>632</b>	
<b>22 CASH FLOWS FROM INVESTING ACTIVITIES</b>	<b>2023</b>	<b>2022</b>	
	<b>£'000</b>	<b>£'000</b>	
Interest received	13	1	
Purchase of tangible fixed assets	(463)	(339)	
Capital grants	304	251	
<b>Net cash used in investing activities</b>	<b>(146)</b>	<b>(87)</b>	
<b>23 CASH FLOWS FROM FINANCING ACTIVITIES</b>	<b>2023</b>	<b>2022</b>	
	<b>£'000</b>	<b>£'000</b>	
Repayments of borrowing	-	-	
Cash inflows from new borrowing	-	-	
<b>Net cash used in financing activities</b>	<b>-</b>	<b>-</b>	
<b>24 ANALYSIS OF CASH AND CASH EQUIVALENTS</b>	<b>At 31 Aug</b>	<b>At 31 Aug</b>	
	<b>2023</b>	<b>2022</b>	
	<b>£'000</b>	<b>£'000</b>	
Cash in hand and at bank	2,748	2,775	
<b>Total cash and cash equivalents</b>	<b>2,748</b>	<b>2,775</b>	
<b>25 ANALYSIS OF CHANGES IN NET DEBT</b>	<b>At 1 September</b>	<b>Cash</b>	<b>At 31 Aug</b>
	<b>2022</b>	<b>Flows</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Cash at bank	2,775	(27)	2,748

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****26 PENSION AND SIMILAR OBLIGATIONS**

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff and the Local Government Pension Scheme (LGPS) for non-teaching staff which is managed by Warwickshire County Council Pension Fund. Both are defined multi employer benefit schemes.

As described in note 27 the LGPS obligation relates to the employees of the Academy trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the scheme in the period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy trust at the balance sheet date.

The total pension cost to the Academy during the year ended 31 August 2023 was £1,563,000 (2022: £1,856,000) of which £1,002,000 (2022: £771,000) relates to the TPS and £561,000 (2022: £1,085,000) relates to LGPS.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS to the period ended 31 March 2019.

Contributions amounting to £Nil were payable to the schemes at 31 August 2023 (2022: £Nil) and are included within other creditors.

**Teachers' Pension Scheme****Introduction**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Scheme Regulations 2014. Membership is automatic for teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 30 October 2023. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million
- the SCAPE discount rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 1.7% above the rate of CPI, and is based on the Office for Budget Responsibility's forecast for long-term GDP growth

The next valuation result is due to be implemented from 1 April 2027.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

**26 PENSION AND SIMILAR OBLIGATIONS (cont'd)**

Academy trusts should disclose the total pension contributions payable to the Teachers' Pension Scheme during the period.

The employer's costs paid to TPS in the period amounted to £1,002,000 (2022: £771,000).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

The LGPS is a funded defined benefit scheme, with the assets held in a separate trustee administered funds. The total contributions made for the year ended 31 August 2023 was £591,000 (2022: £500,000) of which employers contributions totalled £464,000 (2022: £393,000) and employees contributions totalled £127,000 (2022: £107,000). The agreed contributions for future years are 5.5% (2022: 5.5%) for employees and 23.2% (2022 : 23.2%) for employers.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding local government pension liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute

**Principal Actuarial Assumptions**

The major assumptions used by the actuary were:

	2023	2022
	% per annum	% per annum
Discount rate	5.2%	4.25%
Salary increases	4.0%	3.85%
Pension increase	3.0%	3.05%
Inflation assumption (CPI)	3.0%	3.05%
Communication of pensions to lump sum	65.0%	50.0%

Sensitivity analysis for the principal assumptions used to measure the scheme liabilities were as follows:

	2023	2022
	Approx	Approx
	£'000	£'000
Discount rate reduced by 0.1% per annum	146	160
Assumed pension increased by 0.1% per annum	138	148
Salary growth increased by 0.1% per annum	11	13
Mortality increased by 1 year	262	266

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

	2023	2022
	years	years
Longevity at age 65 retiring today		
- Men	19.3	21.6
- Women	24.5	24.1
Longevity at age 65 retiring in 20 years		
- Men	21.7	22.7
- Women	25.8	25.9

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)

## 26 PENSION AND SIMILAR OBLIGATIONS (cont'd)

## Local Government Pension Scheme (cont'd)

## The Academy Trust's share of the

	Fair value at 31 August 2023 £'000	Fair value at 31 August 2022 £'000
Equity instruments	3,591	3,480
Debt instruments	1,548	1,566
Property	991	638
Cash	62	116
<b>Total market value of assets</b>	<b>6,191</b>	<b>5,800</b>
<b>Present value of scheme liabilities</b>		
- Funded	(6,191)	(5,800)
- Unfunded	(352)	(848)
<b>Total liabilities</b>	<b>(6,543)</b>	<b>(6,648)</b>
<b>Deficit in the scheme</b>	<b>(352)</b>	<b>(848)</b>

The actual return on the scheme assets in the year was a deficit of £57,000 (2022: £245,000 deficit).

	2023 £'000	2022 £'000
<b>Amounts recognised in the Statement of Financial Activities</b>		
Current service cost	524	993
Interest income	(257)	(96)
Interest cost	294	188
<b>Total amount recognised in the SoFA</b>	<b>561</b>	<b>1,085</b>

## Changes in deficit during the period

Balance at 1 September 2022

Movement in year:

- Employer service cost (net of employee contributions)

- Employer contributions

- Expected return on scheme assets

- Interest cost

- Actuarial gain

Deficit in the scheme at 31 August 2023

Changes in the present value of defined benefit obligations were as follows:

Balance at 1 September 2022

Current service cost

Interest cost

Contributions by scheme participants

Benefits paid

Actuarial gain

Scheme liabilities at 31 August 2023

Changes in the fair value of academy's share of scheme assets:

Balance at 1 September 2022

Expected return on scheme assets

Actuarial loss

Contributions by employer

Benefits paid

Contributions by scheme participants

Fair value of scheme assets at 31 August 2023

The estimated value of employer contributions for the year ended 31 August 2024 is £464,000 (2023: £393,000).

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****27 MEMBERS' LIABILITY**

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

**28 RELATED PARTY TRANSACTIONS**

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Trustee have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

C Brayshaw, spouse of A Mason, the Director of Finance and Operations, is employed by the Academy Trust. C Brayshaw's appointment was made in open competition and A Mason was not involved in the decision-making process regarding appointment. C Brayshaw is paid within the normal pay scale for the role and receives no special treatment as a result of the relationship held.

C Stacey, spouse of P Stacey, a member of the senior leadership team, is employed by the Academy Trusts as a Geography Curriculum Leader. C Stacey's appointment was made in open competition and P Stacey was not involved in the decision-making process regarding appointment. C Stacey is paid within the normal pay scale for the role and receives no special treatment as a result of the relationship held.

S Hill, spouse of J Hill, a member of the senior leadership team, is employed by the Academy Trust as an English Curriculum Leader. S Hill's appointment was made in open competition and J Hill was not involved in the decision-making process regarding appointment. S Hill is paid within the normal pay scale for the role and receives no special treatment as a result of the relationship held.

**29 AGENCY ARRANGEMENTS**

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2023 the trust received £13,832 (2022: £12,000) and disbursed £12,245 (2022: £7,000) from the fund. An amount of £13,140 (2022: £11,553) is included in other creditors relating to the undistributed funds that is repayable to the ESFA.

**30 EVENTS AFTER THE END OF THE REPORTING PERIOD**

There are no material adjusting or non adjusting events arising after the balance sheet date.