

**Company Registration Number: 07825856 (England & Wales)**

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
**(A company limited by guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**SOUTHEND EAST COMMUNITY ACADEMY TRUST  
FOR THE YEAR ENDED 31 AUGUST 2024**

**(A company limited by guarantee)**

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**SOUTHEND EAST COMMUNITY ACADEMY TRUST**

**(A company limited by guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Members** Mr A Scanes (resigned 20 May 2024)

Mrs A Ankin

Mrs S Carlyon

Mr S Gush

Mrs K Dovaston (appointed 22 September 2023)

**Trustees** Mr B Stickley, Chief Executive Officer<sup>1</sup>

Mrs K Gribbon (resigned 11 September 2023)

Mr R Knight<sup>1</sup>

Mr M Malik, Chair of Trustees

Mr L Thorne (resigned 25 June 2024)<sup>1</sup>

Mr D Fenton<sup>2</sup>

Mrs E Hawker, Chair of Curriculum & Pupil Matters Committee (appointed 27 January 2023)<sup>1</sup>

Mr S Jasharaj, Chair of Audit Risk and Resource Committee<sup>2</sup>

Mr C Loding (appointed 2 October 2023)<sup>2</sup>

Ms H West (appointed 26 April 2024)<sup>1</sup>

<sup>1</sup> Curriculum & Pupil Matters Committee

<sup>2</sup> Audit, Risk & Resources Committee

**Company registered**

**number** 07825856

**Company name** Southend East Community Academy Trust

**Principal and registered office** SECAT House

Delaware Road

Shoeburyness

Essex

SS3 9NP

**Company secretary** Mrs K Love

**Chief Executive Officer** B Stickley

**Senior management**

**team** D Trumble, Chief Operating Officer

B Stickley, Chief Executive Officer (appointed 1 January 2023)

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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Terry Dignam, Deputy Chief Operating Officer

D Wade, Director of Education

L Knowles, Director of People

**Independent auditors** MWS

Chartered Accountants

Registered Auditor

Kingsridge House

601 London Road

Westcliff on sea

Essex

SS0 9PE

**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Bankers**

Lloyds Bank Plc  
77 High Street  
Southend  
SS1 1HT

**SOUTHEND EAST COMMUNITY ACADEMY TRUST****(A company limited by guarantee)****TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustees present their Annual Report together with the financial statements and Auditor's Report of Southend East Community Academy Trust (The Trust or the Charitable Company) for the year ended 31 August 2024. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates 5 primary academies and 1 secondary academy serving a catchment area in Shoeburyness. The Academies have a combined capacity of 3,489 and had a roll of 3,346 in the Autumn 2024 census, including sixth form and nurseries.

**Structure, governance and management****a. Constitution**

The Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are its primary governing documents. The Trustees of The Charitable Company are also the Directors for the purposes of company law. The terms Trustee and Director are interchangeable. The Charitable Company includes the following Academies:

- Bournes Green Infant School (BGIS) - converted on 1 September 2016
- Hinguar Community Primary School & Nursery (HPS) – converted on 1 September 2016
- Shoeburyness High School (SHS) – converted on 1 September 2011
- Thorpedene Primary School (TPS) converted on 1 September 2016
- Bournes Green Junior School (BGJS) converted and joined the Trust on 1 August 2017
- Richmond Avenue Primary & Nursery School (RPS) – converted and joined the Trust on 1 August 2017

The operation of The Trust's Academies and employment of staff are the responsibility of the Trustees. The Trust retains control of Academy budgets and finances, and monitors these through its Audit, Risk and Resources Committee. Throughout this report the Board of Trustees is referred to as the Main Governing Body (MGB). Each Academy has appointed Academy Committees (AC)

Details of the Trustees who served throughout the period are included in the Reference and Administrative Details section. Within this Report the term Trustee refers to a member of the MGB and the term Governor to a member of an AC.

**b. 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.

**c. Trustees' indemnities**

In accordance with normal commercial practice the Trust has purchased insurance (RPA) to protect Trustees and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £10,000,000 on any one claim and details of the costs are disclosed in Note 14 to the accounts.

## **SOUTHEND EAST COMMUNITY ACADEMY TRUST**

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### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024**

#### **Structure, governance and management (continued)**

##### **d. Method of recruitment and appointment or election of Trustees**

The arrangements are as set out in the Articles and Funding Agreement.

The Trustees have appointed 2 co-opted Trustees and reappointed one co-opted Trustee making a total of eight Trustees. During the reporting period one Trustee resigned, thus at the end of the reporting period the Trust Board consisted of eight Trustees. Trustees are appointed for a fixed term of four years. The Chief Executive Officer (CEO) is a Trustee. Trustees are appointed to office by recommendation to the Members from the MGB or appointed by the MGB if the Trustees believe a particular skill is required and to meet the business needs of the Trust or appointed by being co-opted by the Trust Board directly.

##### **e. Policies adopted for the induction and training of Trustees**

The Trust is committed to providing adequate opportunities for Trustees and Governors to undertake and receive suitable training to enable them to perform their role effectively. Trustees and Governors are required to attend induction training and regular ongoing training. To this end the Trust pays for specific governance training via training providers such as the Governance Support Team at the Local Authority, the National Governance Association and the National College. Additional in-house training is provided where necessary. New governors receive a tour of the relevant Academy and are provided with key documents necessary for their role. The Governance Manager is responsible for the induction of new Trustees, Governors and Members and each new appointee has an induction programme.

##### **f. Organisational structure**

The governance of the Trust is defined in the Memorandum and Articles of Association together with the Funding Agreement with the Department of Education.

The Trust Board, meets on at least four occasions per year and its two sub committees meet at least five times per year. In this year, additional meetings have been put in place to address any emerging issues or to ensure that recommendations are considered, and decisions are made in a timely fashion.

The Trust Board is responsible for the strategic direction of the Trust. The Trustees are responsible for setting strategic policy, adopting an annual and long-term three-year plan, as well as short and long term budget management and monitoring. The Trust, by the use of those budgets make major decisions about the direction of The Trust, capital expenditure and senior staff appointments. The Trust Board also considers the wider implications of changes in the structure of individual schools, redundancy and rationalising staff across schools where it is deemed necessary.

The governors within their Academy Committees (AC) are delegated responsibility for implementing policy. ACs are also responsible for ensuring that the flow of information to the MGB is timely and appropriate so that pertinent strategic decisions are enabled.

The Senior Leadership Teams (SLTs) have been delegated responsibility with ACs to control the individual Academies, implementing policies and reporting to their AC. Each SLT is responsible for the day-to-day operation of their Academy, in particular organising staff, resources and pupils. They are responsible for the authorisation of spending within agreed budgets and for the appointment of staff following consent from the CEO, and ensuring they follow vetting and safeguarding recruitment processes.

The Chief Executive Officer (CEO), the Chief Operating Officer (COO), look across the Trust and align local SLT and ACs' activity with the strategic aims of The Trust as a whole.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Structure, governance and management (continued)**

The Trust's CEO is the Accounting Officer. The COO is the Chief Finance Officer.

**g. Arrangements for setting pay and remuneration of key management personnel**

Key management personnel include Trustees and those staff to whom the Trustees have delegated significant authority and responsibility in the day to day running of the Trust.

Pay and remuneration of key management personnel is decided by a variety of contributory factors, such as the Academy group size, ISR, the pay scales for each role and the level of experience of each staff member. In addition, pay levels may be affected by nationally agreed pay awards, the ability to recruit and retain in post, all of which are in accordance with the Trust's appointment and pay policies. At all times, equality across the Trust is considered. The executive pay scale is formally reviewed annually and benchmarked in line with the requirements of the Academies Trust Handbook. A specific Trust Board approved policy exists for the setting of executive pay and is reviewed annually.

All amendments to key management's pay and remuneration is approved by the appropriate subcommittee of the Trust Board (The Audit, Risk and Resources Committee) and ratified by the Trust Board. The pay and remuneration of the CEO and COO is determined by the subcommittee in line with the Executive Pay Policy, following a full performance management review in the autumn term of each academic year. **h. Trade union facility time**

**Relevant union officials**

|   |   |
|---|---|
| Number of employees who were relevant union officials during the year | 9 |
| Full-time equivalent employee number                                  | 9 |

**Percentage of time spent on facility time**

| Percentage of time | Number of employees |
|--------------------|---------------------|
| 0%                 | -                   |
| 1%-50%             | 9                   |
| 51%-99%            | -                   |
| 100%               | -                   |

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

|   |            |
|---|------------|
| Total cost of facility time                         | 102,235    |
| Total pay bill                                      | 19,924,392 |
| Percentage of total pay bill spent on facility time | 0.51 %     |

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time - % hours

**i. Related parties and other connected charities and organisations**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Structure, governance and management (continued)**

Owing to the nature of the Trust's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, it is inevitable that from time-to-time transactions will take place with organisations in which members of the MGB may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any transaction where the Trustee may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle described in the Academy Trust Handbook. Where interests have been identified, these are communicated to all relevant staff to ensure transparency and adherence to the Academy Trust Handbook.

The Trust cooperated with the following organisations during the academic year in pursuit of its charitable activities:

- School Sports Partnership
- Southend Local Authority
- EH4CP
- ATF
- Confederation of School Trusts
- YMCA

The Trust does not have a formal sponsor.



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Structure, governance and management (continued)**

**j. Engagement with employees (including disabled persons)**

The Academy Trust has a 6 monthly employee snapshot survey to gain and continually benchmark and track employee wellbeing and feedback. Employees have continuous dialogue, through survey feedback, inset days, training and development opportunities, the intranet, staff meetings and by school management (meetings, inset days, briefings etc). The Trust carries out exit questionnaires and interviews for staff leaving the organisation and have a Freedom to Speak and Grievance Policy in place for formalised concerns to be raised and investigated.

The Academy Trust has an ongoing consultation group in place with Trade Unions Representatives both in school and externally. These discussions have a direct impact on ongoing projects or staffing matters including restructures to ensure early notification and feedback cycles.

The Academy Trust has introduced a HR business partnering model to support strong employee relationships across the organisation including engagement and organisational development projects by the HR Team to further employee engagement. In 2024 the Trust introduced new employee benefits (including salary sacrifice options) and an online recruitment platform to further the employee experience. The majority of employee HR and payroll information is online via a new inhouse payroll integrated HR system meaning a more digital candidate and employee experience also.

Employees are involved in the current review of the vision, values and behavioural principles of the Trust as part of a wider consultation to review these and ensure they fit the organisation and our ambitions for the next strategy being developed for 2025

The Academy Trust has implemented and continues to review in accordance with a review schedule a number of detailed policies in relation to all aspects of HR including:

- Employee Code of Conduct Policy
- Induction and Probation Policy
- ECT Policy
- Disciplinary Policy
- Dismissal Policy
- Capability Policies (Support and Teaching)
- Equality, Diversity and Inclusion Policy
- Flexible Working Policy
- Leave Entitlements Policy
- Permit to Work Policy
- Recruitment and Selection Policy
- Staff Handbook
- Teacher's Pay Policy
- Executive Pay Policy
- Privacy Notices for Staff, Governors, and Trustees
- Volunteer Policy
- Training and Apprenticeships Policy
- Management of Health and Wellbeing Policy
- Organisational Change Policy
- Menopause Policy

In accordance with the Academy Trust's equal opportunities policy, the Academy Trust has long established fair employment practices in the recruitment, selection, retention, and training of all staff including those with protected characteristics.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Structure, governance and management (continued)**

**k. Engagement with suppliers, customers and others in a business relationship with the Academy Trust**

This is combined with the reporting on the achievement of our objectives.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Objectives and activities**

**a. Objects and aims**

The Academy Trust's object is to advance, for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing, and developing academies offering a broad and balanced curriculum ("the Academies").

**b. Objectives, strategies and activities**

The principal activity of the Charitable Company is the operation of Southend East Academy Trust to provide education for pupils, between the ages of 2 and 18 with an emphasis on progression.

The 'Scheme of Governance' approved by the Secretary of State specifies, amongst other things, the basis for admitting students to the Academy, the provision for pupils with SEN and that the curriculum should be broad and balanced.

The main objectives of the Academy Trust are summarised below:

- To raise the standards of educational achievement of all pupils;
- To ensure that every student enjoys the same high quality education in terms of resourcing, tuition and care;
- To improve the effectiveness of the Academy Trust by keeping the curriculum and organisational structure under continual review;
- To comply with all appropriate statutory and curriculum requirements;
- To conduct business in accordance with the highest standards of integrity, probity and openness. **c. Public**

**benefit**

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**Strategic report**

**Achievements and performance**

**a. Introduction**

The Trust continued its mission to ensure that pupils achieved their potential in public examinations; encouraged a wide range of extra-curricular activities; developed and retained suitable staff and prepared and guided pupils as they move to the next stage of their education career. Formal examinations and assessments were undertaken in 2024.

In the year 3 of the Trusts schools were inspected by Ofsted, with Bournes Green Infants, Bournes Green Juniors and Shoeburyness High School all achieving Good Ofsted judgements. This represented an improvement for Shoeburyness High School, which had been identified as at risk of being less than good at the previous inspection. The Bournes Green Schools inspection outcomes were the first in over 10 years for the schools which had never been inspected as Trust schools or under the current framework.

Specific achievements were as follows in 2024 for Sixth form:

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

|                        |                                 | 2024     |              |
|------------------------|---------------------------------|----------|--------------|
|                        |                                 | National | SHS          |
| <b>Level 3 Overall</b> | <b>Entries</b>                  |          | <b>433</b>   |
|                        | <b>Progress (VA)</b>            | TBC      | <b>-0.70</b> |
|                        | <b>APS</b>                      | TBC      | <b>27.6</b>  |
|                        | <b>Average Points Per Pupil</b> | TBC      | <b>83.3</b>  |
| <b>A-Level</b>         | <b>Entries</b>                  | 886,514  | <b>284</b>   |
|                        | <b>Progress (VA)</b>            | TBC      | <b>-0.88</b> |
|                        | <b>APS</b>                      | 35.5     | <b>27.2</b>  |
|                        | <b>A*-E %</b>                   | 97.2     | <b>96.9</b>  |
|                        | <b>A*-D %</b>                   | 90.4     | <b>84.7</b>  |
|                        | <b>A*-C %</b>                   | 76.9     | <b>54.9</b>  |
|                        | <b>A*-B %</b>                   | 53.9     | <b>24.3</b>  |
|                        | <b>A*-A%</b>                    | 27.8     | <b>7.6</b>   |
| <b>Vocational</b>      | <b>Entries</b>                  | TBC      | <b>149</b>   |
|                        | <b>Progress</b>                 | TBC      | <b>-0.18</b> |
|                        | <b>APS</b>                      | TBC      | <b>28.2</b>  |
|                        | <b>Pass+ %</b>                  | TBC      | <b>98.5</b>  |
|                        | <b>Merit+ %</b>                 | TBC      | <b>85.2</b>  |
|                        | <b>Dist+ %</b>                  | TBC      | <b>39.3</b>  |

Year 11:

Headline Figures

- A8 overall score: 37.58
- Basics 4+: 51%
- Basics 5+: 31%
- EBACC Ave points: 3.31

**Strategic report (continued)**

**Achievements and performance (continued)**

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

Primary school outcomes

**Children working at the expected standard**

| School   | Reading Expected | Writing Expected | Maths Expected | Combined RWM Expected |
|----------|------------------|------------------|----------------|-----------------------|
|          | 2024             | 2024             | 2024           | 2024                  |
| National | 74               | 72               | 73             | 61                    |
| BGS      | 89               | 94               | 89             | 85                    |
| HPS      | 72               | 93               | 83             | 69                    |
| RAPS     | 72               | 74               | 72             | 60                    |
| TPS      | 54               | 65               | 62             | 42                    |

**Children working at greater depth**

| School | Reading Greater Depth | Writing Greater Depth | Maths Greater Depth | Combined RWM Greater Depth |
|--------|-----------------------|-----------------------|---------------------|----------------------------|
|        | 2024                  | 2024                  | 2024                | 2024                       |
|        |                       |                       |                     |                            |
| BGS    | 38                    | 30                    | 42                  | 21                         |
| HPS    | 34                    | 24                    | 28                  | 17                         |
| RAPS   | 19                    | 14                    | 24                  | 5                          |
| TPS    | 15                    | 8                     | 12                  | 2                          |

**Grammar Punctuation & Spelling**

| School   | Grammar, Punctuation & Spelling Expected Standard | Grammar, Punctuation & Spelling Greater Depth |
|----------|---|---|
|          | 2024  | 2024  |
| National | 72  |   |
| BGS      | 88  | 41  |
| HPS      | 83  | 31  |
| RAPS     | 72  | 29  |
| TPS      | 57  | 17  |

**b. Key financial performance indicators**

The Management Accounts contain a page on the Financial Health of the Academy Trust and it also lists four key ratios:

| Ratios  | 2024    | 2023    |
|---|---------|---------|
| Current Ratio   | 2.81    | 2.15    |
| Net revenue before gains/losses as a % of revenue income* | (3.44%) | (2.24%) |
| Staff costs as a % of revenue income*                     | 83.64%  | 79.60%  |
| Staff costs as a % of total income*                       | 78.27%  | 76.84%  |

\*Excluding defined benefit pension scheme adjustments.

**Strategic report (continued)**

**Achievements and performance (continued)**

**c. Going concern**

## **SOUTHEND EAST COMMUNITY ACADEMY TRUST**

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### **TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024**

After making appropriate enquiries, the Trustees have considered the Trust having reasonable resources to continue in operational existence for the foreseeable future. The Trust 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.

#### **d. Promoting the success of the company**

The directors of SECAT act in the way they consider, in good faith, would be most likely to the success of the charity to achieve its charitable purposes, and in doing so have regard (amongst other matters) to:

- a) the likely consequences of any decision in the long term,
- b) the interests of the company's employees,
- c) the need to foster the company's business relationships with suppliers, customers and others,
- d) the impact of the company's operations on the community and the environment,
- e) the desirability of the company maintaining a reputation for high standards of business conduct, and
- f) the need to act fairly as between members of the company

These factors are achieved in part by the production of a five year strategic plan for the organisation, informed by stakeholders as covered in the organisational structure section of this report. The current version is available on the SECAT website.

#### **Financial review**

##### **a. Investment policy**

The aim of the Investment Policy is to ensure funds that the Trust does not immediately need to cover anticipated expenditure are invested to maximise its income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The Trustees do not consider the investment of surplus funds as a primary activity, rather as good stewardship and as and when circumstances allow. The Central Reserves for the accounting year in question are held on the Trust's deposit account attracting a favourable rate of interest. The Trust monitors low risk investment possibilities with approved banks on an approved investment platform in line with the Trust Investment Management Policy.

##### **b. Principal risks and uncertainties**

The Trust works with the Academies in maintaining a central risk register incorporating all Academies within the Trust, identifying the major risks, to which each Academy is exposed, and identifying actions and procedures to mitigate those risks. This register is approved and monitored by the MGB via the Audit, Risk and Resources Committee with a formal review of the process undertaken on an annual basis. The internal control systems and the exposure to identified risks are monitored on behalf of the Trustees at each Audit, Risk and Resources Committee meeting. The principal risks facing the Trust are outlined below; those facing the Academies at an operational level are addressed by its systems and by internal financial and other controls.

Following review, the Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

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

As a group of academy schools, the level of financial risk is low. Cash flows are reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity support.

## SOUTHEND EAST COMMUNITY ACADEMY TRUST

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- Each Academy within the Trust has considerable reliance on continued Government funding through the ESFA and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.
- Failures in governance and/or management The risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks including implementing a system by the Trust Board to allocate agreed budgets to each Academy
- Reputational the continuing success of the individual Academies is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees, ensure that pupil progress and outcomes are closely monitored and reviewed.
- Safeguarding and child protection the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.
- Staffing - the success of the Academies is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning.
- Fraud and mismanagement of funds An Audit company is employed by SECAT to carry out detailed annual internal checks on financial systems, and independent and external checks on financial systems and records as required by the Academy Trust Handbook. All finance staff receive training and regular updates to keep up to date with financial practice requirements and develop their skills in this area.
- Financial instruments – the Trust only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low; and
- Defined benefit pension liability – as the Government has agreed to meet the defined benefit pension liability of any Academy ceasing to exist the main risk to the Trust is an annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan.

The Trust and each Academy have continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

#### **c. Introduction**

The principal source of funding for the Trust is the General Annual Grant (GAG) and other grants that it receives from the Education Funding Agency (EFA). For the year ended 31 August 2024 the Trust received £21,668,360 of GAG and other funding ESFA/DfE revenue funding. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust spent £24,758,608 on revenue expenditure and transferred £230,406 to support capital new build and improvement projects on the various academy sites. The Trust brought forward from 22/23, £732,393 restricted funds and £2,068,936 unrestricted funding. The carry forward for 23/24 is £332,026 restricted funding and £1,624,710 unrestricted funding.

Following an asset ceiling assessment by the scheme actuary The Trust is no longer recognising a pension fund surplus/deficit for the Local Government Pension Scheme.

#### **d. Reserves policy**

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year end carry forward figures via reports to the Audit, Risk and Resources Committee from the Chief Financial Officer. The budget plan identifies how any carry forward will be allocated in the plan for the following academic year, including the identification of any funds earmarked for a specific project or purpose.

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £1,624,710. This has been built up from a mixture of locally raised income and balances transferred from the predecessor schools.

These unrestricted funds are held to cover future increases in costs and expenditure that may arise from uninsurable losses and in year contingencies. The reserve policy aims to have a carry forward of £1.5 Million to assist in making strategic decisions to keep in line with national funding changes and curriculum needs.

The Trust's balance on restricted general funds (£332,025) plus the balance on unrestricted funds (£1,624,710) at 31 August 2024 was £1,956,735.

The cash balance of the Trust has been healthy for the majority of the year, this included intentional planned spending of reserves on the Academies ending the year with a balance of £1,912,181. A significant proportion of this cash is held against specific projects and is not available to meet normal recurring expenditure. The Trustees monitor cash flow as part of the reports from the Chief Financial Officer to the Audit, Risk and Resources Committee and attempt to hold a minimum of £1,500,000 to cover short term cash flow variances.

### **Fundraising**

Financing of equipment and services from funds outside the Trust's normal revenue budgets is becoming increasingly important in maintaining the quality of education for our pupils. Currently the majority of the additional income from fundraising incomes from voluntary donations, through PA (parent association) and other parental contributions for trips and clubs, and a small to medium level of Grant fundraising, mainly for sport equipment, support with subjects and outdoor learning. We currently have not explored sponsorship opportunities.

Fundraising is seen by the Trust as a legitimate means of improving our ability to purchase goods, equipment or services, which are not available within capital or revenue budgets. For the public donating cash or equipment, or actively raising funds is seen as a positive way of supporting schools within the Trust.

The Board of Trustees is responsible for ensuring that:

- Correct procedures are in place and followed for fundraising activities
- Expenditure is properly validated
- All funds raised are properly accounted for and audited
- The money is expended in accordance with the objectives agreed with the fund raisers.

The trust follows the Department for Educations Charging for School Activities published guidance, which includes parental donations. All communications relating to fundraising matters are monitored and approved by the Headteachers in order to protect the public from unreasonable intrusive or persistent fundraising approaches.



**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Streamlined energy and carbon reporting**

UK Greenhouse gas emissions and energy use data for the period 1 September 2023 to 31 August 2024

|   | <b>2024</b>                | 2023                            |
|---|----------------------------|---------------------------------|
| <b>Scope 1 emissions (in tonnes of CO2 equivalent):</b>     |                            |                                 |
| Gas consumption   | <b>362</b>                 | 439                             |
| Owned transport   | <b>3</b>                   | 1                               |
|   | <hr/>                      | <hr/>                           |
|   |                            | 440                             |
| <b>Total scope 1</b>  | <b><u><u>365</u></u></b>   | <b><u><u>          </u></u></b> |
| <b>Scope 2 emissions (in tonnes of CO2 equivalent):</b>     |                            |                                 |
| Purchased electricity                                       | <b>738</b>                 | 752                             |
|   | <hr/>                      | <hr/>                           |
| <b>Scope 3 emissions (in tonnes of CO2 equivalent):</b>     |                            |                                 |
| Business travel in employee-owned or rental vehicles        | <b>1</b>                   | 1                               |
|   | <hr/>                      | <hr/>                           |
|   |                            | 1,193                           |
| <b>Total gross emissions (in tonnes of CO2 equivalent):</b> | <b><u><u>1,104</u></u></b> | <b><u><u>          </u></u></b> |
| <b>Intensity ratio:</b>                                     |                            |                                 |
| Tonnes of CO2 equivalent per pupil                          | <b>0.33</b>                | 0.3                             |
|   | <hr/>                      | <hr/>                           |

**Quantification and Reporting Methodology**

We have followed the 2024 Streamlined Energy and Carbon Reporting (SECR) for academy trusts, we have also used the GHG Reporting Protocol – Corporate Standard and have used the 2024 UK Government’s Conversion Factors for Company Reporting.

**Intensity measurement**

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

**Measures taken to improve energy efficiency**

- LED lighting is continuing to be installed to replace CFL lighting on a rolling programme across the estate. All new projects and refurbishment use LED lighting.
- Air source heat pumps have continued to be installed across the estate.
- SMART meters being installed on a rolling programme
- Energy monitoring software purchased to review consumption across the sites in order to streamline energy consumption where required.
- Formed an Energy steering group made up of senior managers within the trust to establish incentives to reduce energy consumption across the sites with a goal of implementing the sustainability and climate change strategy and decrease our carbon footprint to become net zero by 2030.

**Plans for future periods**

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

There is particular focus on the following for 2024/25:

- To continue to develop our cradle to career model by developing and extending our offer and provision, particularly relating to early years. Having opened two year old provisions at Hinguar and Richmond we will look to develop and expand these to be full and successful provisions. We will seek to introduce nursery provision at Bournes Green Infants within the next 2-3 years.
- We will develop a new digital strategy to put digital learning at the centre of our curriculum offer to enhance teaching and learning as well as support services
- We will launch a new Trust five year strategy focusing on enhancing life chances for children at our Trust schools.
- We are seeking to develop SEMH provision across our schools and are working in partnership with the Local Authority to widen this across the Southend area.
- We are seeking to work with the Local Authority to offer school improvement support for the wider sector as part of our wider public benefit consideration and desire to support the sector.
- To continue to develop accountability for the schools' outcomes and financial monitoring through scrutiny in monthly professional dialogues with the CEO, reports to the Trustees, data review meetings and school performance visits/reviews, and focused reviews of specific emerging priorities.
- To continue to share and develop best practice across the MAT and wider afield in leadership, teaching and learning and curriculum through curriculum strategy groups (CSG's), learning walks and the Education and improvement Strategy identifying pathways for all members of the SECAT family.
- To develop and embed support across the MAT for pupils to include, but not exclusively, Leadership, SEND, LAC, those eligible for Pupil Premium funding, MA (More Able), safeguarding and attendance. **Disclosure of information to auditors**

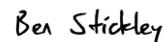
Insofar as the Trustees are aware:

- 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.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 9 December 2024 and signed on its behalf by:



**Mr M Malik**  
Chair of Trustees



**Mr B Sticklely**  
Chief Executive Officer

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
**(A company limited by guarantee)**

**GOVERNANCE STATEMENT**

**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that Southend East Community Academy Trust 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 Board of Trustees has delegated the day to day responsibility to the CEO, as Accounting Officer and the COO 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 Southend East Community Academy Trust and the Secretary of State for Education. The CEO is also responsible for reporting to the Board of Trustees and the relevant sub committees therein, any material weaknesses or breakdowns in internal control.

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

**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 during the year at meetings of the board of trustees (with some leaving and joining throughout the year) was as follows:

| Trustee   | Meetings attended | Out of a possible |
|---|-------------------|-------------------|
| Mrs K Gribbon   | 1                 | 1                 |
| Mr M Malik, Chair of Trustees                               | 5                 | 5                 |
| Mr R Knight   | 5                 | 5                 |
| Mr L Thorne   | 1                 | 4                 |
| Mr D Fenton   | 5                 | 5                 |
| Mrs E Hawker, Chair of Curriculum & Pupil Matters Committee | 5                 | 5                 |
| Mr S Jasharaj, Chair of Audit Risk and Resource Committee   | 3                 | 3                 |
| Mr C Loding   | 4                 | 4                 |
| Mr B Stickleby  | 5                 | 5                 |
| Ms H West   | 1                 | 1                 |

The Board composition changed during the year due to a resignation Trustees reviewed the skills gaps this left and recruited to fill these specific gaps

The Trust maintains registers of business interests to ensure that any pecuniary interests are identified and managed. Any Trustee with an identified conflict of interest will not be involved in any transactions or decisions relating to that interest. All relevant interests are published on the Trust Website and made available to finance staff to assist in identifying potential transactions that could be subject to increased public scrutiny.

**Governance (continued)**

The Audit, Risk and Resources committee is a subcommittee of the main Board of Trustees. Its purpose is to monitor the expenditure and have oversight of annual budgets, report against KPIs, have scrutiny of individual Academies' budget expenditure, policies and reporting, assess risks and put forward proposals to the Trust Board to mitigate and manage risk it also includes the functions of the Audit Committee.

During the year 2023/24, we have continued to centralise functions reducing the risks of inaccurate reporting and improve the consistency with which Academies report to the Audit, Risk and Resources Committee so that the Trust Board have informed oversight of Trust funds, sustainability and risk.

**Audit, Risk and Resources Committee**

Riz Malik, Chair of the Trust Board attended the Audit, Risk and Resources Committee meetings on 04.12.2023 and 20.05.2024 to ensure they were quorate.

| Trustee        | Meetings attended | Out of a possible |
|----------------|-------------------|-------------------|
| Sildi Jasharaj | 4                 | 5                 |
| Chris Loding   | 5                 | 5                 |
| Dominic Fenton | 4                 | 5                 |
| Mike Davidson  | 1                 | 5                 |

**Curriculum & Pupil Matters Committee**

The Curriculum and Pupil Matters Committee is also a subcommittee of the Trust Board

Attendance during the year at meetings was as follows:

| Trustee      | Meetings attended | Out of a possible |
|--------------|-------------------|-------------------|
| Lee Thorne   | 0                 | 3                 |
| Robin Knight | 3                 | 3                 |
| Emma Hawker  | 3                 | 3                 |

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

|              |   |   |
|--------------|---|---|
| Harriet West | 1 | 1 |
| Ben Stickley | 3 | 3 |

**Review of value for money**

As Accounting Officer, the CEO 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 MAT'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 MAT has delivered improved value for money during the year as follows:

Across SECAT the core aim is to achieve value for money whilst ensuring positive outcomes for the young people in our community by providing an engaging, challenging and linear learning experience from 2 to 18 that equips them to live happy and successful lives. The Trust continues to improve the outcomes of pupils by:

Educational Outcomes

- Supporting and challenging the schools in the Trust to ensure that pupil outcomes remain at the heart of everything we do: for example, reviewing the curriculum provision and access for all pupils. Sharing best practice across the Key stages: for example, the Trust wide 5-8 Maths project and current focus on cross curricular writing project across all age ranges.
- All schools have at least termly school improvement meetings, in partnership with the Academy Committees, to focus on the specific and evidenced efforts to drive improvement and outcomes.
- Encouraging increased attendance to facilitate learning: with all academies within the Trust, working together to reduce absenteeism and highlight potential absenteeism for the future.

Business Planning

The Trust holds monthly meetings with the COO, Headteachers, School Office Team Leaders, Trust central Finance staff and regular communication on a daily basis, to ensure that any issues that may arise are dealt with quickly. The Trust continues to improve the planning of the Business by:

- Sharing of best practice: for example, through regular communication and meetings, the preparation for GDPR requirements
- Consolidation of Reports: for example, central completion of reports for the DfE such as the Business Register and Employment Survey (BRES), BFR, Workforce Survey, SRMSA, Land and Building Collection, Gender Pay Gap, saving time and resources within the Academies
- Continue Negotiation of Contracts: for example, centralising contracts across the Trust, in particular those held with Southend City Council, sports provision, cleaning, fire and Health and Safety checks, Stationery, Minibus leases, Catering consumables, Estates contracts, Insurance, Energy and IT licensing resulting in cost savings for all academies.:
- Shared Training: for example, moderation of standards at EYFS, KS 1 and KS2. Ofsted training, in house rather than through the Local Authority.
- The Trust has a clear scheme of delegation and authorisation approved by the Board and this was followed throughout the year.

Financial Governance/Management

The Trust's financial regulations provide effective control without excessive bureaucracy overheads. Value for money is enhanced through the continuous improvement of day to day financial transactions with support offered by the Chief Financial Officer.

- Value for Money is sought by all budget holders: For example, value from external suppliers is ensured by the fact that for any order between £501 to £5,000 the budget holder must demonstrate best value; providing supporting evidence of having sought more than one quotation. For any amount between £5,001 and up to

## **SOUTHEND EAST COMMUNITY ACADEMY TRUST**

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### **GOVERNANCE STATEMENT (CONTINUED)**

the European Union Threshold, the budget holder must obtain three competitive quotations, in writing, those are sent to the COO for authorisation then attach them to the purchase order in the accounting software.

- Tender process and procurement service utilised: For example, current negotiations regarding building and **Review of value for money (continued)**

maintenance contract for members of the Trust to benefit from economies of scale.

- The recommended National pay change for support staff was implemented in April 2024 salaries and following information from Essex pension services adjustments have also been made. Rising on costs continue to be a concern to academies and all vacancies are carefully analysed to ensure only essential replacements are made.

#### Organisational Learning

The Trust operates as a community of schools sharing expertise through regular meeting with the Headteachers. A continued holistic approach to value for money will ensure that the funds provided to the Trust will continue to be used effectively and efficiently in developing our educational objectives.

- Investment in people: for example, this continues to lead to opportunities for expertise to be shared across the Trust with regards to maintenance, ICT, personnel, finance and administration as well as teaching and learning.
- Collaborative Working & Learning: For example, the Headteachers work closely together regularly; SECAT INSET Days for all Academies and their teams.

#### **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 ongoing 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. Internal audit focuses around key risk areas as identified by the Trust Board. The system of internal control has been in place in Southend East Community Academy Trust for the year 1 September 2023 to 31 August 2024 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 risk register is reviewed at every full Trust Board meeting and is a standing item. The Board of Trustees is of the view that there is a formal on going process for identifying, evaluating and managing the academy trust's significant risks that have been in place for the period 1 September 2023 to 31 August 2024 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 risk and control framework**

The 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 Audit, Risk and 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
- delegation of authority and segregation of duties
- identification and management of risks
- annual GDPR audit carried out of the trust and 6 academies

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

The Board of Trustees has decided to employ SBM Services as internal auditor.

This is a completely separate firm with no relation to our external auditors as specified in the revised FRC Ethical Standards.

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

- testing of payroll and HR functions – covering the central trust and the 6 academies
- testing of risk management – covering the central trust and 6 academies
- testing of compliance with the financial regulations

On an annual basis, the internal auditor reports to the Board of Trustees through the Audit, Risk and 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.

**Review of effectiveness**

As accounting officer, the CEO 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 financial management and governance self-assessment process;
- the work of the senior leaders within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditors;

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

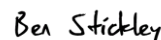
**Conclusion**

Based on the advice of the audit and risk committee and the accounting officer, the board of trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the members of the Board of Trustees on 9 December 2024 and signed on their behalf by:



**Mr M Malik**  
Chair of Trustees



**Mr B Stickle**  
Accounting Officer

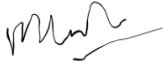
**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

As accounting officer of Southend East Community Academy Trust I have considered my responsibility to notify the Academy Trust board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, 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 all 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 2023.

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 ESFA.



**Mr B Stickle**  
Accounting Officer  
Date: 9 December 2024



**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustees (who 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 Academies Accounts Direction published 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 . 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 of the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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 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 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 Board of Trustees and signed on its behalf by:



**Mr M Malik**  
Chair of Trustees



**Mr B Stickley**  
Chief Executive  
Officer Trustee

Date: 9 December 2024

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
SOUTHEND EAST COMMUNITY ACADEMY TRUST**

**Opinion**

We have audited the financial statements of Southend East Community Academy Trust (the 'academy trust') for the year ended 31 August 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 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 Academy Trust's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its 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 2023 to 2024 issued by the Education and Skills Funding Agency.

**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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 statements 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 Academy Trust'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.

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
SOUTHEND EAST COMMUNITY ACADEMY TRUST (CONTINUED)**

**Other information**

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. 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 this gives rise to a material misstatement in the financial statements themselves. 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.

**Opinion 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 including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

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

In the light of our knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the Strategic report.

We have nothing to report in respect of the following matters in relation to which 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 Statement of trustees' responsibilities, the Trustees (who are also the directors of the Academy Trust for the purposes of company law) 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 Academy Trust'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 Academy Trust or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

**SOUTHEND EAST COMMUNITY ACADEMY TRUST****(A company limited by guarantee)****INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SOUTHEND EAST COMMUNITY ACADEMY TRUST (CONTINUED)**

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 Auditors' 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 financial statements.

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:

We obtained an understanding of the legal and regulatory frameworks applicable to the Academy Trust and the industry in which it operates. We determined that the following laws and regulations were most significant: the Companies Act 2006, Safeguarding (including statutory guidance Keeping Children Safe in Education), employment law and public sector pay and conditions. We enquired of management to obtain an understanding of how the Academy Trust is complying with those legal and regulatory frameworks and whether they had any knowledge of actual or suspected fraud. We corroborated the results of our enquiries through our review of the board minutes for the year. We did not identify any matters relating to material non compliance with laws and regulation or matters in relation to fraud;

- We obtained an understanding of how the Company is complying with those legal and regulatory frameworks by making inquiries of management and those responsible for legal and compliance procedures;
- In assessing the potential risks of material misstatement, we obtained an understanding of the Company's operations, including its objectives and strategies to understand the expected financial statement disclosures and business risks that may result in risks of material misstatement;
- In assessing the appropriateness of the collective competence and capabilities of the engagement team, the engagement partner considered the engagement team's:
  - understanding of, and practical experience with, audit engagements of a similar nature and complexity through appropriate training and participation
  - the specialist skills required and
  - knowledge of the industry in which the client operates.
- We assessed the susceptibility of the Company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
  - assessing the design effectiveness of controls management has in place to prevent and detect fraud;
  - challenging assumptions and judgements made by management in its significant accounting estimates;
  - identifying and testing journal entries, in particular manual journal entries made at year end for financial statement preparation; and
  - assessing the extent of compliance with the relevant laws and regulations as part of our procedures on the related financial statement item.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
SOUTHEND EAST COMMUNITY ACADEMY TRUST (CONTINUED)**

also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 Auditors' report.

**Use of our 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 Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

*Jonathan Gorridge*

**Jonathan Gorridge FCA (Senior statutory auditor) for**

and on behalf of

**MWS**

Chartered Accountants

Registered Auditor

Kingsridge House

601 London Road

Westcliff on sea

Essex

SS0 9PE

18 December 2024

Date:

## **SOUTHEND EAST COMMUNITY ACADEMY TRUST**

**(A company limited by guarantee)**

### **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SOUTHEND EAST COMMUNITY ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated May 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Southend East Community Academy Trust during the year 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Southend East Community Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Southend East Community Academy Trust and ESFA those matters we are required to state 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 Southend East Community Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

#### **Respective responsibilities of Southend East Community Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Southend East Community Academy Trust's funding agreement with the Secretary of State for Education dated 24 August 2022 and the Academy Trust Handbook, extant from 1 September 2023, 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 2023 to 2024. 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 year 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SOUTHEND EAST COMMUNITY ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

#### **Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by 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.

The work undertaken to draw to our conclusion includes:

- Assessing the risk of material irregularity in the Academy Trust
- Commissioning a self-assessment review of the Trustees' governance arrangements and consideration of any material non-compliance with the Academies Financial Handbook

**SOUTHEND EAST COMMUNITY ACADEMY TRUST****(A company limited by guarantee)**

- Investigating any areas of significant risk identified
- Consideration of the work performed under our audit engagement and any impact this may have on our regularity conclusion or regularity risk assessment
- A review of the internal controls and internal audit procedures for areas of significant risk and performing further substantive testing where necessary.

In line with the Framework and guide for external auditors and reporting accountants of academy trusts issued April 2023, we have not performed any additional procedures regarding the Trust's compliance with safeguarding, health and safety and estates management.

**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

MWS

Reporting Accountant

**MWS**

Chartered Accountants

Kingsridge House

601 London Road

Westcliff on sea

Essex

SS0 9PE

18 December 2024

Date:

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2024**

|                              | Note | Unrestricted<br>funds 2024<br>£ | Restricted<br>funds<br>2024<br>£ | Restricted<br>fixed<br>asset<br>funds<br>2024<br>£ | Total<br>funds<br>2024<br>£ | Total<br>funds<br>2023<br>£ |
|------------------------------|------|---------------------------------|----------------------------------|--|-----------------------------|-----------------------------|
| <b>Income from:</b>          |      |                                 |                                  |  |                             |                             |
| Donations and capital grants | 4    | 147,665                         | 32,090                           | 1,687,109  | 1,866,864                   | 956,975                     |
| Other trading activities     | 6    | 506,192                         | -                                | -  | 506,192                     | 389,716                     |
| Investments                  | 7    | 40,534                          | 48,000                           | -  | 88,534                      | 2,311                       |
| Charitable activities        |      | 464,700                         | 23,348,239                       | -  | 23,812,939                  | 22,821,537                  |
|                              |      | <u>1,159,091</u>                | <u>23,428,329</u>                | <u>1,687,109</u>                                   | <u>26,274,529</u>           | <u>24,170,539</u>           |
| <b>Total income</b>          |      |                                 |                                  |  |                             |                             |
| <b>Expenditure on:</b>       |      |                                 |                                  |  |                             |                             |
| Charitable activities        |      | 156,852                         | 24,601,757                       | 1,846,795  | 26,605,404                  | 25,041,442                  |
|                              |      | <u>156,852</u>                  | <u>24,601,757</u>                | <u>1,846,795</u>                                   | <u>26,605,404</u>           | <u>25,041,442</u>           |
| <b>Total expenditure</b>     |      |                                 |                                  |  |                             |                             |
| <b>Net income/</b>           |      |                                 |                                  |  |                             |                             |

## SOUTHEND EAST COMMUNITY ACADEMY TRUST

(A company limited by guarantee)

|   |    |                    |                    |                   |                    |                   |
|---|----|--------------------|--------------------|-------------------|--------------------|-------------------|
| <b>(expenditure)</b>  |    | <b>1,002,239</b>   | <b>(1,173,428)</b> | <b>(159,686)</b>  | <b>(330,875)</b>   | <b>(870,903)</b>  |
| Transfers between funds   | 20 | <b>(1,446,466)</b> | <b>1,216,060</b>   | <b>230,406</b>    | -                  | -                 |
| <b>Net movement in funds before other recognised gains/(losses)</b> |    | <b>(444,227)</b>   | <b>42,632</b>      | <b>70,720</b>     | <b>(330,875)</b>   | <b>(870,903)</b>  |
| <b>Other recognised gains/(losses):</b>                             |    |                    |                    |                   |                    |                   |
| Actuarial (losses)/gains on defined benefit pension schemes         | 27 | -                  | <b>(676,000)</b>   | -                 | <b>(676,000)</b>   | <b>2,612,000</b>  |
| <b>Net movement in funds</b>  |    | <b>(444,227)</b>   | <b>(633,368)</b>   | <b>70,720</b>     | <b>(1,006,875)</b> | <b>1,741,097</b>  |
| <b>Reconciliation of funds:</b>                                     |    |                    |                    |                   |                    |                   |
| Total funds brought forward   |    | <b>2,068,936</b>   | <b>965,393</b>     | <b>38,932,581</b> | <b>41,966,910</b>  | <b>40,225,813</b> |
| Net movement in funds   |    | <b>(444,227)</b>   | <b>(633,368)</b>   | <b>70,720</b>     | <b>(1,006,875)</b> | <b>1,741,097</b>  |
| <b>Total funds carried forward</b>                                  |    | <b>1,624,709</b>   | <b>332,025</b>     | <b>39,003,301</b> | <b>40,960,035</b>  | <b>41,966,910</b> |

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 36 to 68 form part of these financial statements.

**REGISTERED NUMBER: 07825856**

**BALANCE SHEET  
AS AT 31 AUGUST 2024**

|  | <b>Note</b> | <b>2024</b>        | <b>2023</b>        |
|--|-------------|--------------------|--------------------|
|  |             | <b>£</b>           | <b>£</b>           |
| <b>Fixed assets</b>                            |             |                    |                    |
| Intangible assets                              | 15          | <b>1</b>           | <b>8,083</b>       |
| Tangible assets                                | 16          | <b>38,437,329</b>  | <b>38,924,498</b>  |
|  |             | <b>38,437,330</b>  | <b>38,932,581</b>  |
| <b>Current assets</b>                          |             |                    |                    |
| Stocks   | 17          | <b>7,444</b>       | <b>5,436</b>       |
| Debtors  | 18          | <b>1,996,156</b>   | <b>440,695</b>     |
| Cash at bank and in hand                       |             | <b>1,912,181</b>   | <b>4,795,081</b>   |
|  |             | <b>3,915,781</b>   | <b>5,241,212</b>   |
| Creditors: amounts falling due within one year | 19          | <b>(1,393,075)</b> | <b>(2,439,883)</b> |



**SOUTHEND EAST COMMUNITY ACADEMY TRUST**

(A company limited by guarantee)

|  |    |                   |                          |                                    |
|--|----|-------------------|--------------------------|------------------------------------|
| <b>Net current assets</b>                            |    |                   | <u>2,522,706</u>         | <u>2,801,329</u>                   |
| <b>Total assets less current liabilities</b>         |    |                   | <u>40,960,036</u>        | <u>41,733,910</u>                  |
| <b>Net assets excluding pension liability</b>        |    |                   | <u>40,960,036</u>        | <u>41,733,910</u>                  |
| Defined benefit pension scheme asset                 | 27 |                   | <u>-</u>                 | <u>233,000</u>                     |
|  |    |                   | <u>40,960,036</u>        | <u>41,966,910</u>                  |
| <b>Total net assets</b>                              |    |                   | <u><u>40,960,036</u></u> | <u><u>41,966,910</u></u>           |
| <br><b>Funds of the Academy Trust</b>                |    |                   |                          |                                    |
| <b>Restricted funds:</b>                             |    |                   |                          |                                    |
| Fixed asset funds                                    | 20 | <b>39,003,301</b> |                          | <i>38,932,581</i>                  |
| Restricted income funds                              | 20 | <b>332,025</b>    |                          | <i>732,393</i>                     |
| Restricted funds excluding pension asset / liability |    |                   | <u>39,335,326</u>        | <u>39,664,974</u>                  |
| Pension reserve                                      | 20 | -                 |                          | <i>233,000</i>                     |
| <b>Total restricted funds</b>                        | 20 |                   | <u>39,335,326</u>        | <i>39,897,974</i>                  |
| <b>Unrestricted income funds</b>                     | 20 |                   | <u>1,624,710</u>         | <i>2,068,936</i>                   |
| <b>Total funds</b>                                   |    | <b>40,960,036</b> | <i>41,966,910</i>        | <b>REGISTERED NUMBER: 07825856</b> |

**BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2024**

The financial statements on pages 32 to 68 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



**Mr M Malik**  
Chair of Trustees

Date: 9 December 2024

*Ben Stickleley*

**Mr B  
Stickleley**  
Trustee

The notes on pages 36 to 68 form part of these financial statements.

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
**(A company limited by guarantee)**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

|   | <b>Note</b> | <b>2024</b>                    | <b>2023</b>             |
|---|-------------|--------------------------------|-------------------------|
|   |             | <b>£</b>                       | <b>£</b>                |
| <b>Cash flows from operating activities</b>             |             |                                |                         |
| Net cash (used in)/provided by operating activities     | 22          | <b>(2,805,077)</b>             | 1,082,066               |
| <b>Cash flows from investing activities</b>             |             |                                |                         |
|   | 23          | <b>(77,823)</b>                | (855,813)               |
| <b>Change in cash and cash equivalents in the year</b>  |             |                                |                         |
|   |             | <b>(2,882,900)</b>             | 226,253                 |
| Cash and cash equivalents at the beginning of the year  |             | <u><b>4,795,081</b></u>        | <u>4,568,828</u>        |
| <b>Cash and cash equivalents at the end of the year</b> | 24, 25      | <u><u><b>1,912,181</b></u></u> | <u><u>4,795,081</u></u> |

The notes on pages 36 to 68 form part of these financial statements

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**1. General information**

The Academy Trust is a company limited by guarantee, it was incorporated in England and Wales. The registered office is:

SECAT House  
Delaware Road  
Shoeburyness  
SS3 9NP

The registered number is: 07825856

**2. Accounting policies**

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

**2.1 Basis of preparation of financial statements**

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic 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 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**2.2 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 Academy Trust 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.

**2. Accounting policies (continued)**

**2.3 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.

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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 year is deducted from income and recognised as a liability.

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

- **Donations**

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

- **Other income**

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

## **2.4 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.

- **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.

## **2.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy Trust; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

## **2. Accounting policies (continued)**

### **2.6 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 Part 11, chapter 3 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.

### **2.7 Intangible assets**

**SOUTHEND EAST COMMUNITY ACADEMY TRUST**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

Intangible assets costing £1,000 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 |
|-------------------|-----------|

**2.8 Tangible fixed assets**

Assets costing £5,000 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.

All depreciation will be calculated using the straight line method.

Tangible assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price, costs directly attributable to bringing the asset to its working condition for its intended use, dismantling and restoration costs.

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 over its expected useful life.

**2. Accounting policies (continued)**

**2.8 Tangible fixed assets (continued)**

Property will be split into the following parts for the purpose of depreciation, as per FRS 102. All Items will be depreciated separately:

|   |  |
|---|--|
| Freehold land   | - Not depreciated  |
| Roof additions and improvements                               | - straight line over 25 years                              |
| Buildings and value attributed to land                        | - 125 Years (or the leasehold period if shorter) leasehold |
| Electrical, Mechanical and Heating additions and improvements | - 10 years straight line                                   |
| Other equipment   | - 5 years straight line                                    |

Buildings inherited and donated on conversion to Academy are valued at the depreciated replacement cost at the date of transfer. Subsequently these assets are depreciated straight line over the period of their useful remaining life as follows:

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

|  |            |
|--|------------|
| Shoeburyness High School                 | - 35 years |
| Bournes Green Infant School              | - 35 years |
| Bournes Green Junior School              | - 35 years |
| Richmond Avenue Primary & Nursery School | - 35 years |
| Thorpedene Primary School                | - 35 years |
| Hinguar Primary school & Nursery         | - 50 years |

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.

### **2.9 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

### **2.10 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### **2.11 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

## **2. Accounting policies (continued)**

### **2.12 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.

### **2.13 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 bases 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 18. 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 instruments, and are measured at amortised cost as detailed in note 19. 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.

### **2.14 Operating leases**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

**2. Accounting policies (continued)**

**2.15 Pensions**

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 an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-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. The amounts charged to operating surplus are the current service costs and the costs of 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.

**2.16 Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the academy trust does not have control over the charitable application of the funds. The academy trust can use up to 5% of the allocation towards its own administration costs and where utilised this is recognised in the statement of financial activities. The funds received and paid, and any balances held are disclosed in note 31.

**2.17 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 the funders where the asset acquired or created is held for a specific purpose.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

Investment income, gains and losses are allocated to the appropriate fund.

**3. Critical accounting estimates and areas of judgment**

Estimates and judgments 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 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, 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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. 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.

Critical areas of judgment:

At the reporting date the Academy Trust's estimated fair value of LGPS scheme assets exceeded the estimated liabilities. The Trust have judged that the value of the asset should be reduced to £nil, in line with the valuation of the actuary, with the expectation that future contributions will not reduce, nor will the Trust receive any refund of contributions already made.

**4. Income from donations and capital grants**

|                   | Unrestricted<br>funds | Restricted<br>funds | Restricted<br>fixed asset<br>2024 | Total<br>2024           | Total funds<br>2024 | 2023           |
|-------------------|-----------------------|---------------------|-----------------------------------|-------------------------|---------------------|----------------|
|                   | £                     | £                   | £                                 | £                       |                     | £              |
| Donations         | 147,665               | 32,090              | -                                 | <b>179,755</b>          |                     | 164,847        |
| Grants            | -                     | -                   | 836,368                           | <b>836,368</b>          |                     | -              |
| Government grants | -                     | -                   | 850,741                           | <b>850,741</b>          |                     | 792,128        |
| <b>Total 2024</b> | <u>147,665</u>        | <u>32,090</u>       | <u>1,687,109</u>                  | <u><b>1,866,864</b></u> |                     | <u>956,975</u> |
| <i>Total 2023</i> | <u>112,873</u>        | <u>6,650</u>        | <u>837,452</u>                    | <u>956,975</u>          |                     |                |

**5. Funding for the Academy Trust's charitable activities**



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|  | <b>Unrestricted<br/>funds 2024</b> | <b>Restricted<br/>funds<br/>2024</b> | <b>Total<br/>funds<br/>2024</b> | <b>Total<br/>funds<br/>2023</b> |
|--|------------------------------------|--------------------------------------|---------------------------------|---------------------------------|
|  | £                                  | £                                    | £                               | £                               |
| <b>Educational Operations</b>                  |                                    |                                      |                                 |                                 |
| <b>DfE/ESFA grants</b>                         |                                    |                                      |                                 |                                 |
| General Annual Grant (GAG)                     | -                                  | 18,640,461                           | <b>18,640,461</b>               | 17,891,180                      |
| Other DfE/ESFA grants                          |                                    |                                      |                                 |                                 |
| Pupil premium                                  | -                                  | 1,219,144                            | <b>1,219,144</b>                | 1,207,440                       |
| Schools supplementary grant                    | -                                  | -                                    | -                               | 502,621                         |
| UIFSM  | -                                  | 214,634                              | <b>214,634</b>                  | 198,959                         |
| School led tutoring                            | -                                  | 37,328                               | <b>37,328</b>                   | 153,401                         |
| Recovery premium                               | -                                  | 217,883                              | <b>217,883</b>                  | 218,578                         |
| Teachers' pension grants                       | -                                  | 225,697                              | <b>225,697</b>                  | 60,119                          |
| Teachers pay grants                            | -                                  | 308,691                              | <b>308,691</b>                  | 2,057                           |
| Mainstream school additional grant             | -                                  | 604,685                              | <b>604,685</b>                  | 251,952                         |
| Other  | -                                  | 199,837                              | <b>199,837</b>                  | 248,604                         |
|  | -                                  | 21,668,360                           | <b>21,668,360</b>               | 20,734,911                      |
| <b>Other Government grants</b>                 |                                    |                                      |                                 |                                 |
| Local Authority grants                         | -                                  | 1,582,716                            | <b>1,582,716</b>                | 1,575,108                       |
| Other  | -                                  | 97,163                               | <b>97,163</b>                   | 91,008                          |
|  | -                                  | 1,679,879                            | <b>1,679,879</b>                | 1,666,116                       |
|  | 464,700                            | -                                    | <b>464,700</b>                  | 420,510                         |
| <b>Pupil catering income</b>                   |                                    |                                      |                                 |                                 |
|  | 464,700                            | 23,348,239                           | <b>23,812,939</b>               | 22,821,537                      |
|  | 420,510                            | 22,401,027                           | <b>22,821,537</b>               |                                 |
| <i>Total 2023</i>                              |                                    |                                      |                                 |                                 |
| <b>6. Income from other trading activities</b> |                                    |                                      |                                 |                                 |

|                    | <b>Unrestricted<br/>funds 2024</b> | <b>Total<br/>funds 2024</b> | <b>Total<br/>funds 2023</b> |                          |
|--------------------|------------------------------------|-----------------------------|-----------------------------|--------------------------|
|                    | £                                  | £                           | £                           | £                        |
| Hire of facilities | 1,245                              | <b>1,245</b>                | 7,780                       | Extended schools 109,554 |
| Sports activities  |                                    | 191,842                     | <b>191,842</b>              | 156,207                  |
| Music fees         |                                    | 25,435                      | <b>25,435</b>               | 28,085                   |
| Nursery income     |                                    | 87,992                      | <b>87,992</b>               | 34,846                   |
| Other income       |                                    | 90,124                      | <b>90,124</b>               | 53,534                   |

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|                   |                |                |         |
|-------------------|----------------|----------------|---------|
|                   | 506,192        | <b>506,192</b> | 389,716 |
| <i>Total 2023</i> | <u>389,716</u> | <u>389,716</u> |         |

**7. Investment income**

|                   | Unrestricted<br>funds | Restricted<br>2024 | Total<br>2024        | Total funds<br>2023 |
|-------------------|-----------------------|--------------------|----------------------|---------------------|
|                   | £                     | £                  | £                    | £                   |
| Bank interest     | 40,534                | -                  | <b>40,534</b>        | 2,311               |
| Pension income    | -                     | 48,000             | <b>48,000</b>        | -                   |
|                   | <u>40,534</u>         | <u>48,000</u>      | <u><b>88,534</b></u> | <u>2,311</u>        |
| <i>Total 2023</i> | <u>2,311</u>          | <u>-</u>           | <u>2,311</u>         |                     |

**8. Expenditure**

|                         | Staff Costs<br>2024 | Premises<br>2024 | Other<br>2024    | Total<br>2024            | Total<br>2023     |
|-------------------------|---------------------|------------------|------------------|--------------------------|-------------------|
|                         | £                   | £                | £                | £                        | £                 |
| Educational Operations: |                     |                  |                  |                          |                   |
| Direct costs            | 15,702,549          | -                | 1,632,739        | <b>17,335,288</b>        | 15,883,518        |
| Allocated support costs | 4,419,615           | 3,838,217        | 1,012,284        | <b>9,270,116</b>         | 9,157,925         |
| <b>Total 2024</b>       | <u>20,122,164</u>   | <u>3,838,217</u> | <u>2,645,023</u> | <u><b>26,605,404</b></u> | <u>25,041,443</u> |
| <i>Total 2023</i>       | <u>18,724,326</u>   | <u>3,573,023</u> | <u>2,744,094</u> | <u>25,041,443</u>        |                   |

**9. Analysis of expenditure by activities**

|                        | Activities<br>undertaken<br>funds | Support<br>2024 | Total<br>2024     | Total directly<br>costs<br>2024 | funds<br>2023 |
|------------------------|-----------------------------------|-----------------|-------------------|---------------------------------|---------------|
|                        | 2024                              | 2024            | 2024              | 2024                            | 2023          |
|                        | £                                 | £               | £                 | £                               | £             |
| Educational Operations | 17,335,288                        | 9,270,116       | <b>26,605,404</b> | 25,041,443                      |               |

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|   | <i>15,883,518</i>                                | <i>9,157,925</i>                      | <i>25,041,443</i>                     |
|---|--|---------------------------------------|---------------------------------------|
| <i>Total 2023</i>   |  |                                       |                                       |
| <b>9. Analysis of expenditure by activities (continued)</b> |  |                                       |                                       |
| <b>Analysis of support costs</b>                            |  |                                       |                                       |
|   | <b>Educational<br/>Operations<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2024<br/>£</b> | <b>Total<br/>funds<br/>2023<br/>£</b> |
| Net pension finance charge                                  | -  | -                                     | 70,000                                |
| Staff costs   | 4,234,845  | <b>4,234,845</b>                      | 4,190,173                             |
| Depreciation  | 1,846,795  | <b>1,846,795</b>                      | 1,716,811                             |
| Print postage and stationery                                | 11,755   | <b>11,755</b>                         | 48,767                                |
| Telephone   | 6,744  | <b>6,744</b>                          | 9,190                                 |
| Subscriptions   | 85,643   | <b>85,643</b>                         | 149,292                               |
| Technology costs  | 154,026  | <b>154,026</b>                        | 149,437                               |
| Governance  | 30,230   | <b>30,230</b>                         | 26,250                                |
| Recruitment Costs   | 92,183   | <b>92,183</b>                         | 91,552                                |
| Premises costs  | 380,114  | <b>380,114</b>                        | 410,420                               |
| Cleaning  | 510,355  | <b>510,355</b>                        | 471,823                               |
| Professional fees   | 176,869  | <b>176,869</b>                        | 277,525                               |
| Rent and rates  | 179,186  | <b>179,186</b>                        | 147,527                               |
| Energy costs  | 826,935  | <b>826,935</b>                        | 727,148                               |
| Insurance   | 90,634   | <b>90,634</b>                         | 94,482                                |
| Security and transport                                      | 61,357   | <b>61,357</b>                         | 50,768                                |
| Catering  | 553,167  | <b>553,167</b>                        | 492,688                               |
| Bank interest and charges                                   | 12,450   | <b>12,450</b>                         | 11,056                                |
| Other support costs   | 8,487  | <b>8,487</b>                          | 6,546                                 |
| Legal costs - conversion                                    | -  | -                                     | -                                     |
| Legal costs - other   | 8,341  | <b>8,341</b>                          | 16,470                                |
|   | 9,270,116  | <b>9,270,116</b>                      | 9,157,925                             |
| <i>Total 2023</i>   | <i>9,157,925</i>                                 | <i>9,157,925</i>                      |                                       |
| <b>10. Net income/(expenditure)</b>                         |  |                                       |                                       |
| Net income/(expenditure) for the year includes:             |  |                                       |                                       |
|   |  | <b>2024<br/>£</b>                     | <b>2023<br/>£</b>                     |
| Operating lease rentals                                     |  | <b>56,375</b>                         | 46,882                                |

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|                                       |                  |   |              |
|---------------------------------------|------------------|---|--------------|
| Depreciation of tangible fixed assets | <b>1,838,713</b> | 1,698,934 Amortisation of intangible assets | <b>8,082</b> |
|                                       |                  | 8,082                                       |              |

Fees paid to auditors for:

|                  |               |        |
|------------------|---------------|--------|
| - audit          | <b>14,500</b> | 14,000 |
| - other services | <b>13,250</b> | 12,250 |

**11. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

|                            | 2024              | 2023       |
|----------------------------|-------------------|------------|
|                            | £                 | £          |
| Wages and salaries         | <b>15,194,102</b> | 13,874,801 |
| Social security costs      | <b>1,552,417</b>  | 1,431,362  |
| Pension costs              | <b>3,091,554</b>  | 3,161,711  |
|                            | <b>19,838,073</b> | 18,467,874 |
| Support agency staff costs | <b>13,003</b>     | 50,830     |
| Staff restructuring costs  | <b>86,319</b>     | 69,152     |
| Support agency staff costs | <b>184,769</b>    | 136,470    |
|                            | <b>20,122,164</b> | 18,724,326 |

Staff restructuring costs comprise:

|                     | 2024          | 2023   |
|---------------------|---------------|--------|
|                     | £             | £      |
| Redundancy payments | <b>14,206</b> | 40,000 |
| Severance payments  | <b>72,112</b> | 29,152 |
|                     | <b>86,318</b> | 69,152 |

**b. Special staff severance payments**

Included in staff restructuring costs is nine non-statutory/non-contractual severance payments totalling £72,112 (2023: £29,152) individually the payments were: £21,000, £20,931, £13,776, £6,631, £6,185, £1,196, £1,076, £977, £340.

**11. Staff (continued)**

**c. Staff numbers**

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The average number of persons employed by the Academy Trust during the year was as follows:

|                            | 2024       | 2023       | No.        |
|----------------------------|------------|------------|------------|
|                            |            | <i>No.</i> |            |
| Teachers                   | 201        |            | 222        |
| Administration and support | 290        |            | 307        |
| Management                 | 30         |            | 4          |
|                            | <u>521</u> |            | <u>533</u> |

**d. Higher paid staff**

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

|                                 | 2024       | 2023       |
|---------------------------------|------------|------------|
|                                 | <i>No.</i> | <i>No.</i> |
| In the band £60,001 - £70,000   | 12         | 7          |
| In the band £70,001 - £80,000   | 5          | 5          |
| In the band £80,001 - £90,000   | 7          | 1          |
| In the band £90,001 - £100,000  | 1          | 3          |
| In the band £100,001 - £110,000 | 1          | -          |
| In the band £110,001 - £120,000 | 1          | -          |
| In the band £120,001 - £130,000 | -          | 1          |
| In the band £140,001 - £150,000 | 1          | -          |
|                                 | <u>30</u>  | <u>18</u>  |

**e. Key management personnel**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £584,378 (2023 - £552,705).

**12. Central services**

The Academy Trust has provided the following central services to its academies during the year:

- CEO, CFO, FD, HR Manager, ICT Manager and Clerking time including attending meetings, information sharing, giving advice, supporting and training school staff as needed.
- Researching and negotiating contracts on a MAT basis for 'best value' saving money for all schools.
- Consolidating all information and reports from the six schools to send to the relevant statutory bodies. Registering and reporting as the MAT when required.
- Maintaining a central human resources and finance function
- Managing capital projects and assessing priorities for allocation of funds from the School Condition Allocation.

The Academy Trust charges for these services on the following basis:

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To fund these costs, the Trust retained a share of each academy's School Budget Share from the ESFA General Annual Grant funding and of formula funding for post 16. In addition to the flat percentage, the costs of central functions were recharged to the constituent schools based on total pupil numbers and the funding they attracted.

The actual amounts charged during the year were as follows:

|  | 2024             | 2023             |
|--|------------------|------------------|
|  | £                | £                |
| Shoeburyness High School                 | 1,677,003        | 1,280,095        |
| Bournes Green Infant School              | 110,583          | 85,211           |
| Hinguar Community Primary School         | 145,491          | 103,923          |
| Thorpedene Primary School                | 323,379          | 218,088          |
| Bournes Green Junior School              | 159,450          | 121,272          |
| Richmond Avenue Primary & Nursery School | 266,449          | 191,075          |
|  | <b>2,682,355</b> | <b>1,999,664</b> |
| <b>Total</b>                             | <b>2,682,355</b> | <b>1,999,664</b> |

As part of the centralisation of the finance function, in addition to the above, the Trust transferred surplus unrestricted and restricted general funds from the constituent Academies to the central reserves totalling £58,153 (2023: £635,070).

**13. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

|   |                            | 2024      | 2023     |
|---|----------------------------|-----------|----------|
|   |                            | £         | £        |
| Mr B Stickley, Chief Executive Officer<br>(appointed 16 January 2023) | Remuneration               | 140,000 - | 85,000 - |
|   |                            | 145,000   | 90,000   |
|   | Pension contributions paid | 5,000 -   | 20,000 - |
|   |                            | 10,000    | 25,000   |

During the year ended 31 August 2024, £802 of expenses were reimbursed or paid directly to Trustees (2023 - £NIL)

**14. Trustees' and Officers' insurance**

The Academy Trust has opted into the Department of Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

**15. Intangible assets**

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|                          | <b>Computer<br/>software<br/>£</b> |
|--------------------------|------------------------------------|
| <b>Cost</b>              |                                    |
| At 1 September 2023      | 24,247                             |
|                          | 24,247                             |
| At 31 August 2024        |                                    |
| <b>Amortisation</b>      |                                    |
| At 1 September 2023      | 16,164                             |
| Charge for the year      | 8,082                              |
|                          | 24,246                             |
| At 31 August 2024        |                                    |
| <b>Net book value</b>    |                                    |
| At 31 August 2024        | 1                                  |
| <i>At 31 August 2023</i> | 8,083                              |

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**16. Tangible fixed assets**

|                          | Freehold<br>property<br>£ | Long-term<br>leasehold<br>property<br>£ | Assets<br>under<br>constructio<br>n<br>£ | Furniture<br>and<br>equipment<br>£ | Computer<br>equipment<br>£ | Motor<br>vehicles<br>£ | Total<br>£        |
|--------------------------|---------------------------|---|--|------------------------------------|----------------------------|------------------------|-------------------|
| <b>Cost or valuation</b> |                           |   |  |                                    |                            |                        |                   |
| At 1 September 2023      | 7,567,023                 | 37,973,860                              | -  | 2,833,915                          | 2,108,959                  | 81,999                 | 50,565,756        |
| Additions                | 39,031                    | 527,981                                 | 403,541                                  | 190,512                            | 119,026                    | 71,453                 | 1,351,544         |
| Disposals                | -                         | -                                       | -  | -                                  | (484,731)                  | -                      | (484,731)         |
| At 31 August 2024        | <u>7,606,054</u>          | <u>38,501,841</u>                       | <u>403,541</u>                           | <u>3,024,427</u>                   | <u>1,743,254</u>           | <u>153,452</u>         | <u>51,432,569</u> |
| <b>Depreciation</b>      |                           |   |  |                                    |                            |                        |                   |
| At 1 September 2023      | 1,254,485                 | 7,532,729                               | -  | 1,448,352                          | 1,369,785                  | 35,907                 | 11,641,258        |
| Charge for the year      | 233,632                   | 1,011,321                               | -  | 353,513                            | 216,702                    | 23,545                 | 1,838,713         |
| On disposals             | -                         | -                                       | -  | -                                  | (484,731)                  | -                      | (484,731)         |
| At 31 August 2024        | <u>1,488,117</u>          | <u>8,544,050</u>                        | <u>-</u>                                 | <u>1,801,865</u>                   | <u>1,101,756</u>           | <u>59,452</u>          | <u>12,995,240</u> |
| <b>Net book value</b>    |                           |   |  |                                    |                            |                        |                   |
| At 31 August 2024        | 6,117,937                 | 29,957,791                              | 403,541                                  | 1,222,562                          | 641,498                    | 94,000                 | 38,437,329        |



*At 31 August 2023*

|                  |                   |          |                  |                |               |                   |
|------------------|-------------------|----------|------------------|----------------|---------------|-------------------|
| <u>6,312,538</u> | <u>30,441,131</u> | <u>-</u> | <u>1,385,563</u> | <u>739,174</u> | <u>46,092</u> | <u>38,924,498</u> |
|------------------|-------------------|----------|------------------|----------------|---------------|-------------------|

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**17. Stocks**

|                | <b>2024</b>              | <b>2023</b>              |
|----------------|--------------------------|--------------------------|
|                | <b>£</b>                 | <b>£</b>                 |
| Catering stock | <b>7,444</b>             | <b>5,436</b>             |
|                | <u><u>          </u></u> | <u><u>          </u></u> |

**18. Debtors**

|                                | <b>2024</b>                    | <b>2023</b>                  |
|--------------------------------|--------------------------------|------------------------------|
|                                | <b>£</b>                       | <b>£</b>                     |
| <b>Due within one year</b>     |                                |                              |
| Trade debtors                  | <b>33,272</b>                  | <b>33,841</b>                |
| Other debtors                  | <b>170,891</b>                 | <b>81,727</b>                |
| Prepayments and accrued income | <b>1,791,993</b>               | <b>325,127</b>               |
|                                | <u><u><b>1,996,156</b></u></u> | <u><u><b>440,695</b></u></u> |

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**19. Creditors: Amounts falling due within one year**

|  | 2024             | 2023             |
|--|------------------|------------------|
|  | £                | £                |
| Trade creditors                        | 15,603           | 40,378           |
| Other taxation and social security     | 263              | 316,060          |
| Other creditors                        | 441,285          | 1,672,024        |
| Accruals and deferred income           | 935,924          | 411,421          |
|  | <u>1,393,075</u> | <u>2,439,883</u> |
|  | 2024             | 2023             |
|  | £                | £                |
| Deferred income at 1 September 2023    | 133,450          | 146,151          |
| Resources deferred during the year     | (248,103)        | 133,450          |
| Amounts released from previous periods | (133,450)        | (146,151)        |
|  | <u>(248,103)</u> | <u>133,450</u>   |

At the balance sheet date the Trust was holding funds received in advance of entitlement for;

|                                    | 2024                | 2023                      |                  |                    |                 |                   |
|------------------------------------|---------------------|---------------------------|------------------|--------------------|-----------------|-------------------|
|                                    | £                   | £                         |                  |                    |                 |                   |
| Universal Infant Free School Meals | £125,204            | £121,840                  |                  |                    |                 |                   |
| School Games Organiser Funding     | £13,883             | £Nil                      |                  |                    |                 |                   |
| Other                              | £109,016            | £11,610                   |                  |                    |                 |                   |
| <b>Statement of funds</b>          |                     |                           |                  |                    |                 |                   |
|                                    | <b>Balance at 1</b> | <b>Income Expenditure</b> |                  | <b>Transfers</b>   | <b>Gains/</b>   | <b>Balance at</b> |
|                                    | <b>September</b>    | <b>£</b>                  | <b>£</b>         | <b>in/out £</b>    | <b>(Losses)</b> | <b>31 August</b>  |
|                                    | <b>2023</b>         |                           |                  |                    | <b>£</b>        | <b>2024</b>       |
|                                    | <b>£</b>            |                           |                  |                    |                 | <b>£</b>          |
| <b>Unrestricted funds</b>          |                     |                           |                  |                    |                 |                   |
| General Funds - all funds          | 2,068,936           | 1,159,092                 | (156,852)        | (1,446,466)        | -               | 1,624,710         |
|                                    | <u>2,068,936</u>    | <u>1,159,092</u>          | <u>(156,852)</u> | <u>(1,446,466)</u> | <u>-</u>        | <u>1,624,710</u>  |
| <b>Restricted general funds</b>    |                     |                           |                  |                    |                 |                   |
| General Annual Grant (GAG)         | 242,942             | 18,640,461                | (18,740,735)     | (133,170)          | -               | 9,498             |
| Other DfE/ESFA grants              | 171,507             | 3,027,898                 | (3,210,577)      | 11,230             | -               | 58                |
| Local Authority grants             | 316,326             | 1,582,716                 | (1,587,042)      | -                  | -               | 312,000           |
| Other grants                       | -                   | 97,164                    | (90,159)         | -                  | -               | 7,005             |

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20.

|                                      |                   |                   |                     |                  |                  |                   |
|--------------------------------------|-------------------|-------------------|---------------------|------------------|------------------|-------------------|
| Donations                            | 1,618             | 32,090            | (30,244)            | -                | -                | 3,464             |
| Pension reserve                      | <u>233,000</u>    | <u>48,000</u>     | <u>(943,000)</u>    | <u>1,338,000</u> | <u>(676,000)</u> | <u>-</u>          |
|                                      | <u>965,393</u>    | <u>23,428,329</u> | <u>(24,601,757)</u> | <u>1,216,060</u> | <u>(676,000)</u> | <u>332,025</u>    |
| <b>Restricted fixed asset funds</b>  |                   |                   |                     |                  |                  |                   |
| General Restricted Fixed Asset Funds | <b>38,763,994</b> | -                 | <b>(1,778,311)</b>  | <b>230,406</b>   | -                | <b>37,216,089</b> |
| ESFA capital grants                  | -                 | <b>850,741</b>    | -                   | -                | -                | <b>850,741</b>    |
| Other capital grants                 | -                 | <b>836,368</b>    | -                   | -                | -                | <b>836,368</b>    |
| Donated equipment                    | <u>168,587</u>    | -                 | <u>(68,484)</u>     | -                | -                | <u>100,103</u>    |
|                                      | <u>38,932,581</u> | <u>1,687,109</u>  | <u>(1,846,795)</u>  | <u>230,406</u>   | -                | <u>39,003,301</u> |
| <b>Total Restricted funds</b>        | <b>39,897,974</b> | <b>25,115,438</b> | <b>(26,448,552)</b> | <b>1,446,466</b> | <b>(676,000)</b> | <b>39,335,326</b> |
| <b>Total funds</b>                   | <b>41,966,910</b> | <b>26,274,530</b> | <b>(26,605,404)</b> | <b>-</b>         | <b>(676,000)</b> | <b>40,960,036</b> |

The specific purposes for which the funds are to be applied are as follows:

*Restricted general funds and other restricted funds*

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**20. Statement of funds (continued)**

These all relate to restricted grants the application of which is limited to the conditions imposed by the respective funding agreements.

Transfers include employer contributions against the pension deficit and revenue contributions to capital expenditure.

*Restricted fixed asset funds*

The balance of this fund represents the net book value of the Trust's tangible fixed assets plus any unspent capital grant funding.

Transfers represent revenue contributions to capital and the investment of grant and other funding into assets.

*Pension reserve*

The pension reserve relates to the Trust's share of the deficit of the Local Government Pension Scheme.

*Unrestricted funds*

Unrestricted general funds can be used to fulfil any of the Trust's charitable objects. Transfers represent unrestricted funding used to finance restricted funding deficits.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2024.

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**FOR THE YEAR ENDED 31 AUGUST 2024**

**20. Statement of funds (continued)**

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

|                                      | <i>Balance at<br/>1 September<br/>2022<br/>£</i> | <i>Income<br/>£</i> | <i>Expenditure<br/>£</i> | <i>Transfers<br/>in/out<br/>£</i> | <i>Gains/<br/>(Losses)<br/>£</i> | <i>Balance at<br/>31 August<br/>2023<br/>£</i> |
|--------------------------------------|--|---------------------|--------------------------|-----------------------------------|----------------------------------|--|
| <b>Unrestricted funds</b>            |  |                     |                          |                                   |                                  |  |
| General Funds                        | 3,076,758  | 925,411             | (118,238)                | (1,814,995)                       | -                                | 2,068,936                                      |
|                                      | <hr/>  | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                            | <hr/>  |
| <b>Restricted general funds</b>      |  |                     |                          |                                   |                                  |  |
| General Annual Grant (GAG)           | 130,030  | 17,891,179          | (17,646,621)             | (131,646)                         | -                                | 242,942  |
| Other DfE/ESFA grants                | 109,191  | 2,843,732           | (2,781,416)              | -                                 | -                                | 171,507  |
| Local Authority grants               | -  | 1,575,108           | (1,258,782)              | -                                 | -                                | 316,326  |
| Other grants                         | -  | 91,008              | (91,008)                 | -                                 | -                                | -  |
| Donations                            | 8,536  | 6,650               | (13,568)                 | -                                 | -                                | 1,618  |
| Pension reserve                      | (2,228,000)                                      | -                   | (1,415,000)              | 1,264,000                         | 2,612,000                        | 233,000  |
|                                      | <hr/>  | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                            | <hr/>  |
|                                      | (1,980,243)                                      | 22,407,677          | (23,206,395)             | 1,132,354                         | 2,612,000                        | 965,393  |
|                                      | <hr/>  | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                            | <hr/>  |
| <b>Restricted fixed asset funds</b>  |  |                     |                          |                                   |                                  |  |
| General Restricted Fixed Asset Funds | 38,739,871                                       | -                   | (1,674,811)              | 1,698,934                         | -                                | 38,763,994                                     |
| ESFA capital grants                  | 178,841  | 792,128             | -                        | (970,969)                         | -                                | -  |
| Other capital grants                 | -  | 45,324              | -                        | (45,324)                          | -                                | -  |
| Donated equipment                    | 210,587  | -                   | (42,000)                 | -                                 | -                                | 168,587  |
|                                      | <hr/>  | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                            | <hr/>  |
|                                      | 39,129,299                                       | 837,452             | (1,716,811)              | 682,641                           | -                                | 38,932,581                                     |
|                                      | <hr/>  | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                            | <hr/>  |
| <b>Total Restricted funds</b>        | <hr/>  | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                            | <hr/>  |
|                                      | 37,149,056                                       | 23,245,129          | (24,923,206)             | 1,814,995                         | 2,612,000                        | 39,897,974                                     |
|                                      | <hr/>  | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                            | <hr/>  |
| <b>Total funds</b>                   | <hr/>  | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                            | <hr/>  |
|                                      | 40,225,814                                       | 24,170,540          | (25,041,444)             | -                                 | 2,612,000                        | 41,966,910                                     |
|                                      | <hr/>  | <hr/>               | <hr/>                    | <hr/>                             | <hr/>                            | <hr/>  |

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**20. Statement of funds (continued)**

**Total funds analysis by academy**

Fund balances at 31 August 2024 were allocated as follows:

|  | <b>2024</b>              | <i>2023</i>              |
|--|--------------------------|--------------------------|
|  | <b>£</b>                 | <i>£</i>                 |
| Shoeburyness High School                           | <b>53,642</b>            | <i>165,708</i>           |
| Bournes Green Infant School                        | <b>52,000</b>            | <i>53,601</i>            |
| Bournes Green Junior School                        | <b>47,465</b>            | <i>68,705</i>            |
| Hinguar Community Primary School                   | <b>44,711</b>            | <i>59,955</i>            |
| Richmond Avenue Primary and Nursery School         | <b>107,269</b>           | <i>74,337</i>            |
| Thorpedene Primary School                          | <b>19,933</b>            | <i>67,145</i>            |
| Central Funds                                      | <b>1,631,715</b>         | <i>2,311,878</i>         |
|  | <hr/>                    | <hr/>                    |
| Total before fixed asset funds and pension reserve | <b>1,956,735</b>         | <i>2,801,329</i>         |
| Restricted fixed asset fund                        | <b>39,003,301</b>        | <i>38,932,581</i>        |
| Pension reserve                                    | <b>-</b>                 | <i>233,000</i>           |
|  | <hr/>                    | <hr/>                    |
| <b>Total</b>                                       | <b><u>40,960,036</u></b> | <i><u>41,966,910</u></i> |

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**20. Statement of funds (continued)**

**Total cost analysis by academy**

Expenditure incurred by each academy during the year was as follows:

|  | Teaching<br>and<br>educational<br>support staff<br>costs<br>£ | Other<br>support<br>staff costs<br>£ | Educational<br>supplies<br>£ | Other costs<br>excluding<br>depreciation<br>£ | Total<br>2024<br>£       | Total<br>2023<br>£ |
|--|---|--------------------------------------|------------------------------|---|--------------------------|--------------------|
| Shoeburyness High School                   | 8,570,128   | 714,650                              | 497,953                      | 2,047,372                                     | <b>11,830,103</b>        | 11,492,015         |
| Bournes Green Infant School                | 669,791   | 102,426                              | 35,361                       | 54,770  | <b>862,348</b>           | 790,769            |
| Bournes Green Junior School                | 880,218   | 111,801                              | 67,638                       | 243,720                                       | <b>1,303,377</b>         | 1,213,272          |
| Hinguar Community Primary School           | 928,006   | 100,892                              | 53,834                       | 252,530                                       | <b>1,335,262</b>         | 1,255,679          |
| Richmond Avenue Primary and Nursery School | 1,581,246   | 134,225                              | 146,266                      | 283,246                                       | <b>2,144,983</b>         | 2,069,221          |
| Thorpedene Primary School                  | 2,340,299   | 190,662                              | 95,069                       | 411,838                                       | <b>3,037,868</b>         | 3,238,720          |
| Central Funds                              | <u>732,861</u>  | 2,880,189                            | 77,209                       | 554,409                                       | <b><u>4,244,668</u></b>  | <u>3,264,955</u>   |
|  | <u>15,702,549</u>   | <u>4,234,845</u>                     | <u>973,330</u>               | <u>3,847,885</u>                              | <b><u>24,758,609</u></b> | <u>23,324,631</u>  |
| <b>Academy Trust</b>                       |   |                                      |                              |   |                          |                    |

**21.**

**Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

|                         | Unrestricted<br>funds<br>2024<br>£ | Restricted<br>funds<br>2024<br>£ | Restricted<br>fixed<br>asset<br>funds<br>2024<br>£ | Total<br>funds<br>2024<br>£ |
|-------------------------|------------------------------------|----------------------------------|--|-----------------------------|
| Tangible fixed assets   | -                                  | -                                | 38,437,329   | <b>38,437,329</b>           |
| Intangible fixed assets | -                                  | -                                | 1  | 1                           |
| Current assets          | 1,311,705                          | 1,586,581                        | 1,017,495  | <b>3,915,781</b>            |



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**20. Statement of funds (continued)**

|                               |           |             |            |                    |
|-------------------------------|-----------|-------------|------------|--------------------|
| Creditors due within one year | 313,005   | (1,254,556) | (451,524)  | <b>(1,393,075)</b> |
| <b>Total</b>                  | 1,624,710 | 332,025     | 39,003,301 | <b>40,960,036</b>  |

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**21. Analysis of net assets between funds (continued)**

**Analysis of net assets between funds - prior period**

|  | <i>Unrestricted funds</i> | <i>Restricted funds</i> | <i>fixed asset funds 2023</i> | <i>asset funds 2023</i> | <i>Total funds</i> |
|--|---------------------------|-------------------------|-------------------------------|-------------------------|--------------------|
|  | £                         | £                       | £                             | £                       | £                  |
| Tangible fixed assets                  | -                         | -                       | 38,924,498                    |                         | 38,924,498         |
| Intangible fixed assets                | -                         | -                       | 8,083                         |                         | 8,083              |
| Current assets                         | 2,068,936                 | 3,103,193               | 69,083                        |                         | 5,241,212          |
| Creditors due within one year          | -                         | (2,370,800)             | (69,083)                      |                         | (2,439,883)        |
| Provisions for liabilities and charges | -                         | 233,000                 | -                             |                         | 233,000            |
| Other                                  | -                         | 1                       | -                             |                         | 1                  |
| <b>Total</b>                           | <b>2,068,936</b>          | <b>965,394</b>          | <b>38,932,581</b>             |                         | <b>41,966,911</b>  |

**22. Reconciliation of net expenditure to net cash flow from operating activities**

|   | <b>2024</b>        | <b>2023</b>      |
|---|--------------------|------------------|
|   | £                  | £                |
| Net expenditure for the period (as per Statement of financial activities) | <b>(330,875)</b>   | <b>(870,903)</b> |
| <b>Adjustments for:</b>   |                    |                  |
| Depreciation  | <b>1,846,795</b>   | 1,716,811        |
| Capital grants from DfE and other capital income                          | <b>(850,741)</b>   | (905,312)        |
| Interest receivable   | <b>(40,534)</b>    | (2,311)          |
| Defined benefit pension scheme cost less contributions payable            | <b>(443,000)</b>   | 151,000          |
| (Increase)/decrease in stocks   | <b>(2,008)</b>     | 590              |
| Increase in debtors   | <b>(1,555,466)</b> | (39,842)         |
| (Decrease)/increase in creditors  | <b>(1,429,248)</b> | 1,032,033        |
| Loss on sale of fixed assets  | -                  | -                |
| <b>Net cash provided by operating activities</b>                          | <b>(2,805,077)</b> | <b>1,082,066</b> |

**23. Cash flows from investing activities**

|  | <b>2024</b>   | <b>2023</b> |
|--|---------------|-------------|
|  | £             | £           |
| Dividends, interest and rents from investments | <b>40,534</b> | 2,311       |

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**27. Pension commitments (continued)**

Purchase of tangible fixed assets **(969,098)** (1,763,436) Capital funding received from ESFA  
850,741 905,312

**Net cash used in investing activities**

(77,823) (855,813)

**24. Analysis of cash and cash equivalents**

|  | 2024             | 2023             |
|--|------------------|------------------|
|  | £                | £                |
| Cash in hand and at bank               | 1,912,181        | 4,795,081        |
| <b>Total cash and cash equivalents</b> | <u>1,912,181</u> | <u>4,795,081</u> |

**25. Analysis of changes in net debt**

|                          | At 1<br>September<br>2023 | Cash flows<br>August 2024 | At 31<br>August 2024 |
|--------------------------|---------------------------|---------------------------|----------------------|
|                          | £                         | £                         | £                    |
| Cash at bank and in hand | 4,795,081                 | (2,882,900)               | 1,912,181            |
|                          | <u>4,795,081</u>          | <u>(2,882,900)</u>        | <u>1,912,181</u>     |

**26. Capital commitments**

|  | 2024           | 2023     |
|--|----------------|----------|
|  | £              | £        |
| <b>Contracted for but not provided in these financial statements</b> |                |          |
| Acquisition of tangible fixed assets                                 | 408,800        | -        |
|  | <u>408,800</u> | <u>-</u> |

**27. Pension commitments**

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 Essex Pension Fund. Both are multiemployer defined benefit schemes.

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The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £142,800 were payable to the schemes at 31 August 2024 (2023 - £307,506) and are included within creditors.

**Teachers' Pension Scheme**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time 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 ensure scheme costs are recognised and managed appropriately and the review specifies 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 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- 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 result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £2,153,000 (2023 - £1,812,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above, the information available on the scheme,

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**27. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee administered funds. The total contribution made for the year ended 31 August 2024 was £1,667,000 (2023 - £1,575,000), of which employer's contributions totalled £1,338,000 (2023 - £1,264,000) and employees' contributions totalled £ 329,000 (2023 - £311,000). The agreed contribution rates for future years are 25 per cent for employers and 5.5 to 8.5 per cent for employees.

As described in note 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 year. 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.

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 Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

**Principal actuarial assumptions**

|  | <b>2024</b> | <b>2023</b> |
|--|-------------|-------------|
|  | %           | %           |
| Rate of increase in salaries                       | <b>3.8</b>  | 3.9         |
| Rate of increase for pensions in payment/inflation | <b>2.8</b>  | 2.9         |
| Discount rate for scheme liabilities               | <b>5.1</b>  | 5.3         |
| Inflation assumption (CPI)                         | <b>2.8</b>  | 2.9         |
| Commutation of pensions to lump sums               |             | 50          |

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

|                             | <b>2024</b>  | <b>2023</b>  |
|-----------------------------|--------------|--------------|
|                             | <b>Years</b> | <b>Years</b> |
| <i>Retiring today</i>       |              |              |
| Males                       | <b>20.7</b>  | 20.7         |
| Females                     | <b>23.3</b>  | 23.2         |
| <i>Retiring in 20 years</i> |              |              |
| Males                       | <b>22</b>    | 22           |
| Females                     | <b>24.7</b>  | 24.6         |

**Sensitivity analysis**

|  | <b>2024</b> | <b>2023</b> |
|--|-------------|-------------|
|  | <b>£000</b> | <b>£000</b> |

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**27. Pension commitments (continued)**

|  |              |              |
|--|--------------|--------------|
| Discount rate +0.1%                    | <b>(300)</b> | <i>(261)</i> |
| Discount rate -0.1%                    | <b>309</b>   | <i>268</i>   |
| Mortality assumption - 1 year increase | <b>441</b>   | <i>401</i>   |
| Mortality assumption - 1 year decrease | <b>(429)</b> | <i>(389)</i> |
| CPI rate +0.1%                         | <b>12</b>    | <i>12</i>    |
| CPI rate -0.1%                         | <b>(12)</b>  | <i>(12)</i>  |
|  | <b>=====</b> | <b>=====</b> |

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**27. Pension commitments (continued)**

**Share of scheme assets**

The Academy Trust's share of the assets in the scheme was:

|                                     | <b>At 31<br/>August 2024</b> | <b>At 31 August<br/>2023</b> |
|-------------------------------------|------------------------------|------------------------------|
|                                     | £                            | £                            |
| Equities                            | 9,629,000                    | 8,151,000                    |
| Gilts                               | 296,000                      | 179,000                      |
| Property                            | 1,204,000                    | 1,095,000                    |
| Cash                                | 293,000                      | 410,000                      |
| Alternative assets                  | 2,559,000                    | 2,218,000                    |
| Other funds                         | <u>3,157,000</u>             | <u>1,955,000</u>             |
| <b>Total market value of assets</b> | <b><u>17,138,000</u></b>     | <b><u>14,008,000</u></b>     |

The actual return on scheme assets was £1,616,000 (2023 - £603,000).

The amounts recognised in the Statement of financial activities are as follows:

|   | <b>2024</b>             | <b>2023</b>               |
|---|-------------------------|---------------------------|
|   | £                       | £                         |
| Current service cost  | (934,000)               | (1,304,000)               |
| Past service cost   | -                       | (23,000)                  |
| Interest income/(cost)  | 48,000                  | (70,000)                  |
| Benefit changes, gain/(loss) on curtailment and gain/(loss) on settlement | -                       | (11,000)                  |
| Administrative expenses   | (9,000)                 | (7,000)                   |
|   | <u>(895,000)</u>        | <u>(1,415,000)</u>        |
| <b>Total amount recognised in the Statement of financial activities</b>   | <b><u>(895,000)</u></b> | <b><u>(1,415,000)</u></b> |

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

|                                      | <b>2024</b>       | <b>2023</b>       |
|--------------------------------------|-------------------|-------------------|
|                                      | £                 | £                 |
| <b>At 1 September</b>                | <b>13,775,000</b> | <b>14,366,000</b> |
| Current service cost                 | 934,000           | 1,304,000         |
| Interest cost                        | 733,000           | 615,000           |
| Employee contributions               | 329,000           | 311,000           |
| Actuarial losses/(gains)             | 1,592,000         | (2,611,000)       |
| Benefits paid                        | (225,000)         | (302,000)         |
| Losses on curtailments & settlements | -                 | 69,000            |
| Past service costs                   | -                 | 23,000            |

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**27. Pension commitments (continued)**

|  | <b>17,138,000</b> | <i>13,775,000</i> |
|--|-------------------|-------------------|
| <b>At 31 August</b>  |                   |                   |
| Changes in the fair value of the Academy Trust's share of scheme assets were as follows: |                   |                   |
|  | <b>2024</b>       | <i>2023</i>       |
|  | <b>£</b>          | <i>£</i>          |
| <b>At 1 September</b>  | <b>14,008,000</b> | <i>12,138,000</i> |
| Interest income  | <b>781,000</b>    | <i>545,000</i>    |
| Actuarial gains  | <b>916,000</b>    | <i>1,000</i>      |
| Employer contributions   | <b>1,338,000</b>  | <i>1,264,000</i>  |
| Employee contributions   | <b>329,000</b>    | <i>311,000</i>    |
| Benefits paid  | <b>(225,000)</b>  | <i>(302,000)</i>  |
| Admin expenses   | <b>(9,000)</b>    | <i>(7,000)</i>    |
| Losses on curtailments & settlements   | <b>-</b>          | <i>58,000</i>     |
| <b>At 31 August</b>  | <b>17,138,000</b> | <i>14,008,000</i> |



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**27. Pension commitments (continued)**

**Impact of the McCloud/Sargeant judgement on the Local Government Pension Scheme**

An allowance was made in 2019 for the Court of Appeal judgement in relation to the McCloud & Sargeant cases which relate to age discrimination within the Judicial & Fire Pension schemes respectively. On 27 June 2019 the Supreme Court denied the Government's request for an appeal, and on 15 July 2019 the Government released a statement to confirm that it expects to have to amend all public service schemes, including the LGPS.

The estimated impact on the total liabilities at 31 August 2019 was allowed for as a past service cost and has resulted in a slight increase in the defined benefit obligation as at 31 August 2023.

This adjustment is an estimate of the potential impact on the Trust's defined benefit obligation as provided by the scheme's actuary.

On 13 May 2021, the Government issued a ministerial statement on the proposed remedy to be applied to LGPS benefits in response to the McCloud and Sargeant cases. It is not anticipated that there are any material differences between the approach underlying the estimated allowance in 2019 and the proposed remedy.

**Guaranteed Minimum Pension (GMP) Equalisation**

As a result of the High Court's Lloyds ruling on the equalisation of GMPs between genders, it is anticipated that the Fund will pay limited increases for members that have reached State Pension Age (SPA) by 6 April 2016, with the Government providing the remainder of the inflationary increase.

For members that reach SPA after this date, it has been assumed in the valuation that the Fund will be required to pay the entire inflationary increase. It is not therefore necessary to make any adjustments to the value placed on the liabilities as a result of the above outcome.

**Goodwin case**

Following a case involving the Teachers' Pension scheme, known as the Goodwin case, differences between survivor benefits payable to members with same-sex or opposite-sex survivors have been identified within a number of public sector pension schemes. As a result, the Government have confirmed that a remedy is required in all affected public sector pension schemes, which includes the LGPS.

It is anticipated that the impact on the value of LGPS liabilities as a whole, and for the majority of employers participating in the LGPS, will not be material. However, the impact on individual employers will vary depending on their specific membership profile.

Sufficient information is not currently available to assess the actual impact on the Academy Trust as such no provision has been included within these financial statements.

**Asset Ceiling**

At the reporting date the Academy Trust's estimated fair value of LGPS scheme assets exceeded the estimated total liabilities. The resulting surplus should only be recognised where there is an expectation that future contributions will reduce, or that the scheme will refund contributions already made.

The scheme actuaries have assessed the position and concluded:

- There is no right for the Trust to receive a refund of the surplus at a level required by the accounting standard.

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**27. Pension commitments (continued)**

- The Trust is expected and assumed, as an academy trust, to participate in the scheme indefinitely.
- The Trust is bound by a minimum funding requirement to make contributions to the fund, and there is no expectation for the contribution rates to change beyond the information provided by the existing Rates and Adjustments certificate.
- FRS102 does not require any additional liability recognised from an onerous funding commitment.
- Any reduction in contributions is expected to have an economic benefit of £nil.

As the recognition threshold for the surplus has not been reached the Academy Trust's share of the net plan assets/liabilities have been reduced to £Nil in the financial statements.

The amount of asset derecognised was £1,326,000 and is included in the gains and losses on the Trust's share of scheme assets.

**28. Operating lease commitments**

At 31 August 2024 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

|  | <b>2024</b>           | <b>2023</b>           |
|--|-----------------------|-----------------------|
|  | £                     | £                     |
| Not later than 1 year                        | <b>77,694</b>         | <i>48,646</i>         |
| Later than 1 year and not later than 5 years | <b>116,834</b>        | <i>100,758</i>        |
|  | <b><u>194,528</u></b> | <i><u>149,404</u></i> |

**29. 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.

**30. Related party transactions**

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 13.

**31. Agency arrangements**

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**27. Pension commitments (continued)**

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period the Academy Trust received £27,706 (2023 £24,325) and disbursed £15,007 (2023 £28,989) from the fund. An amount of £17,157 (2023 £4,458) is included in other creditors relating to undistributed funds.

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**32. Controlling party**

There is no ultimate controlling party.