

Company Registration Number: 07087804 (England & Wales)

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members	G Arnold B Hitchcock R Hogg S Waring (resigned 30 September 2024) S R Johnson (appointed 27 November 2023)
Trustees	G Arnold, Chair A Money, Principal and Accounting Officer (appointed 1 September 2024) L King, Principal and Accounting Officer (resigned 31 August 2024) B Hitchcock, Vice-Chair S Harvey R Burrell N Horner J H Franks M Gavin J Watson (resigned 19 July 2024) G Harvey P Blackburn J Johnston (appointed 24 November 2023) R Kendrick (appointed 24 November 2023)
Company registered number	07087804
Company name	St George's Academy Trust
Principal and registered office	Westholme Sleaford Lincs NG34 7PP
Principal and Accounting Officer	A Money (appointed 1 September 2024)
Senior management team	L King, Principal and Accounting Officer (resigned 31 August 2024) J Steward, Senior Vice-Principal S Stinchcombe, Senior Vice-Principal H Forrester, Senior Vice-Principal H Anderson, Vice-Principal R Freeman, Vice-Principal S Mann, Vice-Principal A Money, Head of School - Ruskington S Jerman, Vice Principal - Ruskington J Lau, Vice Principal - Corporate Services and Chief Financial Officer J Hirst, ICT Director C Crawshaw, Senior Vice-Principal

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

Independent auditors	Streets Audit LLP Windsor House A1 Business Park Long Bennington Notts NG23 5JR
Bankers	Lloyds Bank Plc 2 Northgate Sleaford Lincs NG34 7BL
Solicitors	Sills and Betteridge 27-31 Northgate Sleaford Lincs NG34 7BW

ST GEORGE'S ACADEMY TRUST
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The Trust operates as an Academy for pupils aged 11 to 19 serving a catchment area in Sleaford and Ruskington. It has a pupil capacity of 2,425. The roll on the October school census was 2,361.

The Academy has further enhanced facilities over the last year in a bid to meet the challenges presented by the current behavioural and SEND landscape. At Ruskington, this includes a refurbishment of the Caretaker's House at Ruskington for our Family Support Team, along with meeting rooms, which has then released capacity for a redesign of the Ruskington SEND area. This has included the creation of two new intervention spaces, along with an allocated sensory space. At Sleaford, we have re-designed a number of spaces to create a pastoral base for each year group across the school, and have also created a new purpose-fitted SEND space called 'The Hub'. We have re-designed the downstairs of our innovation centre (newly named 'Archway House' to incorporate three reading intervention spaces (called 'pods') to support this critical part of our work.

In terms of staffing, we have invested in a sixth Student Progress Manager – to oversee a target group of students from across the year groups who require more intensive behavioural intervention. This role also oversees Northgate House, releasing the Director of Inclusion to be able to further focus on the curriculum inclusion. The introduction of this role also enables the year group SPMs to ensure their capacity is not entirely used on a very small group of students who require more specialist support. This is in addition to the shift of funding from an Assistant Student Progress Manager in each year group to an additional Student Support Officer, ensuring that each year group has strong pastoral support throughout the day.

Structure, governance and management

Constitution

The academy is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum of Association is the primary governing document of the academy.

The Trustees of St George's Academy Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as St George's Academy Trust.

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

Members' liability

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

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

Structure, governance and management (continued)

Trustees' indemnities

In accordance with normal commercial practice the Academy has purchase insurance to protect trustees, governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to a maximum value of £2,000,000.

Method of recruitment and appointment or election of Trustees

The arrangement of appointing Members of the Academy Trust are set out in the Articles of Association of St George's Academy Trust. Trustees are subject to retirement by rotation, but are eligible for re election at the meeting at which they retire. At each Annual General Meeting of the Charitable Company, one third of the trustees retire by rotation. The trustees to retire are those who have been longest in office since their last election or appointment.

Policies adopted for the induction and training of Trustees

During the year under review, the various Trustee and Governors committees held 18 meetings in total. The training and induction provided for new Governors will depend on their existing experience. Where necessary, induction will provide training on charity and educational legal and financial matters. All new Governors will be given a tour of the Academy and the chance to meet with staff and students. All Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Governors. As there are normally few new Governors each year, induction tends to be done informally and is tailored specifically to the individual.

Organisational structure

The structure consists of three levels: The Trustees (Governors), The Senior Managers and the Management Teams. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Governors are responsible for setting general policy, adopting an annual plan and budget, monitoring the Academy by the use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

The Senior Managers are the Principal, nine Vice Principals and the ICT Director. These managers control the Academy at an executive level, implementing the policies laid down by the Governors and reporting back to them. As a group, the Senior Managers are responsible for the authorisation of spending within agreed budgets. Appointment boards for posts in the Management Team always contain a Governor. Some spending control is devolved to members of the Management Team, with limits above which the Finance Director must countersign.

The Management Teams include the Senior Management, Student Progress Managers and Heads of Department. These managers are responsible for the day to day operation of the Academy, in particular organising the teaching staff, facilities and students.

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

Structure, governance and management (continued)

Arrangements for setting pay and remuneration of key management personnel

Staff Trustees

Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment, and not in respect of their role as Trustees.

Head Teacher

The governing body will assign a seven point Individual School Range based on the school group size, as determined by the School Teachers' Pay and Conditions document. The governing body will ensure that there is no overlap of salary bands between the head teacher and other leadership posts.

The governing body will calculate the head teacher group size at the start of each academic year and determine the appropriate Individual School Range (ISR) for the year. The governing body will determine the group size for the school in accordance with the provisions of the School Teachers' Pay and Conditions Document.

On appointment the head teacher will be appointed on one of the first 4 points on the ISR.

Progression on the ISR for the head teacher will be subject to a review of the head teacher's performance set against the annual appraisal review. The governing body may decide to award one increment for sustained high quality performance or two increments where performance has been exceptional. Where performance has not been of a sustained high quality the governing body may decide that there should be no pay progression. The pay review for the head teacher will be completed by 31 December.

The governing body will ensure that reasons for setting the ISR at a given level are recorded and that the process for the determination of the head teacher's salary is fair and transparent.

Other Key Management Personnel

The governing body will determine a pay range for all other leadership posts from within the leadership scale contained in the School Teachers' Pay and Conditions Document.

The range for individual posts will be determined according to the duties and responsibilities of the post and may vary between posts. A post with a designated deputy role in the absence of the head teacher will be remunerated accordingly above the range for other leadership posts.

The governing body will ensure that there is no overlap of pay points between the head teacher and any other leadership post.

On appointment a teacher paid on the leadership scale will be appointed on one of the first 3 points on the pay range.

The pay range for teachers paid on the leadership spine will be reviewed on 1 September each year or at any time during the year where there is a significant permanent change in the duties and responsibilities of the post, or where it is necessary to consider a retention payment for a member of staff on the leadership scale.

Progression on the pay range for a member of staff paid on the leadership scale will be subject to a review of their performance set against the annual appraisal review. The governing body may decide to award one increment for sustained high quality performance or two increments where performance has been exceptional. Where performance has not been of a sustained high quality the governing body may decide that there should be no pay progression. The pay review will be completed by 30 November.

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

Structure, governance and management (continued)

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	2
Full-time equivalent employee number	2

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	2
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time £

Total cost of facility time	3,370
Total pay bill	107,301
Percentage of total pay bill spent on facility time	3 %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	3 %
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Engagement with employees (including disabled persons)

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been kept informed on specific matters directly by management. The academy carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

The academy has implemented a number of detailed policies in relation to all aspects of personnel matters including:

- Equal opportunities policy
- Volunteers' policy
- Health & safety policy

In accordance with the academy's equal opportunities policy, the academy has long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the academy's offices.

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TRUSTEES' REPORT (CONTINUED)
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Objectives and activities

The principal object and activity of the charitable company is the operation of St George's Academy to provide education for pupils of different abilities between the ages of 11 and 19, with an emphasis on Mathematics and Technology.

In accordance with the Articles of Association, the Charitable Company has adopted a 'Scheme of Government' approved by the Secretary of State for Children, Schools and Families (DFE). The Scheme of Government specifies, amongst other things, the basis for admitting students to the Academy, the catchment area from which the students are drawn and that the curriculum should develop the substance of the National Curriculum.

Mission and Values

The St George's Academy has a mission of "Aiming High". This easy to remember line allows staff to keep focused on the core mission of the Academy: to provide the very best education for all children. We are aiming to establish a world class educational provision for the young people of the Sleaford area. This core moral purpose of the Academy is important in motivating staff to go the extra mile for the children.

"Aiming High, to achieve Excellence for all, in a World Class Academy."

The change of Principal provides an ideal opportunity to re-examine the core vision of St George's Academy and the values of the institution. It also allows for all colleagues, students and governors to take part in a thorough review of Academy priorities via a SWOT (Strengths, weaknesses, opportunities and weaknesses) analysis and this will form part of the improvement strategy we have already begun.

The Academy has reviewed its vision and values of which staff, students and governors were consulted and our new vision is *"To create a world class Academy where all students achieve their potential"*.

We also have six key values: Respect, Tolerance, Ambition, Teamwork, Opportunity and Excellence.

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

Objectives and activities (continued)

Objects and aims

Our Ambitions

The academic record of the Academy should be outstanding. We should aim to achieve all of our targets across the different Key Stages, through teaching and learning of the highest order, and through a complex personalised curriculum. The behaviour and dress of the children should be of the highest order, as should our support and responses to parents. The students should leave the Academy as responsible citizens ready to succeed in their chosen field. Our Academy should be a happy and engaging place for students and staff.

To this end the Academy aims to:

- Seek to create a secure, lively and outward looking community, continuously developing for the benefit of all its members. In the context of our Academy community and regardless of gender, race or religion, we aim to encourage all students to develop intellectually, physically, emotionally, morally and spiritually and in so doing evolve lively enquiring minds.
- Encourage in all our students self awareness, independence, self discipline and appreciation of achievement.
- Encourage all our students to seek to achieve an excellent standard in all that they do.
- Encourage in all students an awareness of their responsibility to society through being able to establish good relationships with their peers and behaviour which is acceptable whatever situations occur.
- Work in partnership with parents, businesses and the local community to prepare students to take a responsible and active role within a technological society.
- Utilise a wide range of technology to enhance the learning experience of each and every one of our students.
- Develop simultaneously vocational and academic routes in order to prepare students for the challenges that lie ahead in their adult lives.
- Encourage an understanding of the aesthetic, artistic and cultural features of our own and other societies.
- Encourage students to be aiming high in all that they do and expect the staff to have high expectations of the students.
- Care for all members of our community, both inside and outside of the Academy.
- Encourage enterprise and a willingness to take risks in preparing students to be successful as they leave school.
- Encourage hard work by students, staff and parents.
- Encourage Partnership: working with other institutions gives the greatest opportunities for students in the area.
- Encourage in all students self discipline and a willingness to take responsibility for actions taken.
- Emphasise the worth of all young people, regardless of ability, race, religion, sex or social standing

St George's Academy is committed to safeguarding and promoting the welfare of our students and expects all staff and volunteers to share this commitment.

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

Objectives and activities (continued)

Objectives, strategies and activities

The main objectives of the Academy during the period ended 31 August 2023 are summarised below:

- To ensure that every child enjoys the same high quality education in terms of resourcing, tuition and care.
- To raise the standard of educational achievement of all pupils.
- To improve the effectiveness of the Academy by keeping the curriculum and organisation structure under continual review.
- To provide value for money for the funds expended.
- To comply with all appropriate statutory and curriculum requirements.
- To maintain close links with industry and commerce.
- To conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

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

The achievement of the Academy is not only through the increase in academic performance of the students, but also in the re shaping of the educational provision of the area. The Academy has been "ground breaking" in establishing a new educational structure to replace the out dated rural secondary modern structure. The Academy is well on its way to realising its mission of establishing world class provision for all of the local children.

The Academy has clear targets for all of the main indicators of academy achievement and attendance.

We aim to be in line with national outcomes or higher across the Academy. The Academy is making progress towards this target and significant work is taking at Key Stage 5 in particular.

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

Strategic report (continued)

The latest Ofsted inspection in June 2024 concluded that the Academy continues to be good across all elements. Extracts from the short inspection include the following:

- The curriculum is broad and ambitious. At key stage 4, the majority of pupils take the full range of subjects that make up the English Baccalaureate. At key stages 4 and 5, the school offers a very broad range of vocational courses alongside more traditional academic options. These courses are very well chosen to match pupils' interests and ambitions.
- In all subjects, the curriculum identifies the important knowledge that pupils will learn. This curriculum is sequenced well so that pupils are exposed to increasingly complex knowledge as they progress. In the sixth form, the curriculum is challenging. It supports students well to gain the knowledge they need to be prepared for their next steps in education or employment.
- In most lessons, the curriculum is delivered well. Staff present new knowledge clearly and help pupils make connections to what they have learned before. Staff check pupils' learning carefully and address misconceptions quickly.
- Most pupils with SEND access the same curriculum as their peers. For others, the curriculum is adapted to meet their needs. The school has made sure that staff have received training in strategies to support pupils with SEND.
- The school has prioritised reading. Staff quickly identify pupils who have gaps in their reading knowledge. They provide personalised support for these pupils. Across the curriculum, there are opportunities for all pupils to develop fluency and comprehension skills, and to build their vocabulary.
- Pupils across the school receive a wealth of information about future opportunities in education and careers. There are opportunities to meet with employers and apprenticeship providers. In the sixth form, most students take part in work experience. They are well supported with personalised advice about future options.
- Most pupils attend school well. They behave well and have positive attitudes to learning. The school has recently increased its capacity to help pupils who need extra support to attend school regularly or meet the school's high behaviour expectations. Caring pastoral staff provide well-considered, effective support
- Staff are proud to work at the school. They support the school's aspiration for all pupils. Since the COVID-19 pandemic, the school has experienced an increase in the number of disadvantaged pupils, pupils with SEND, and pupils with social, emotional and mental health needs. Leaders have thoughtfully identified strategies to support these pupils and provide a high-quality education for all.

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

Strategic report (continued)

They identified three key areas for improvement: leaders and those responsible for governance should ensure that:

- the needs of pupils with SEND are identified precisely and that all staff meet the needs of these pupils effectively.
- the curriculum is delivered consistently well by all staff so that all pupils achieve well across the curriculum.
- it employs robust routines for monitoring the effectiveness of its work.

Outcomes

The Academy achieved 58% grades 9-4 in English and Maths, an 5% increase from the previous year. 29% of students achieved grades 5 and above in English & Maths, up 2% from the previous year. Progress 8 data indicates that students were around a third of a grade lower than expected across all subjects.

30% of students achieved the EBAC at grade 4 which is a 5% improvement on the previous year and likely to be above national averages. Progress 8 was -0.29 which is very similar to last academic year.

Sixth Form

At Key Stage 5, 98% of students passed at A Level with 46% of grades at A* B. These figures are very similar to the previous year. 56% of students gained grades D* D in vocational subjects with an overall 99% pass rate. A level courses saw a slight decrease in average point scores compared to the previous year. Applied General subjects are expected to be in line with national outcomes once they are published and technical subjects are again expected to be well above national levels.

Going concern

After making appropriate enquiries, the board of Trustees has a reasonable expectation that the academy has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue 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 accounting policies.

Promoting the success of the company

The Trust has a clear framework for determining the matters within its remit and has approved Terms of Reference for the matters delegated to its Committees. Certain financial and strategic thresholds have been determined to identify matters requiring Board consideration and approval.

When making decisions, each Trustee ensures he/she acts in the way he/she considers, in good faith, would most likely promote the Academy's success for the benefit of its staff and students as a whole.

The impact of the company's operations on the community and the environment is the core of the Academy's activities and it is our ambition to continue and serve the local community and promote care to the environment thorough education of its students.

The Board is informed and monitors compliance with relevant governance standards help assure its decisions are taken and that the Academy act in ways that promote high standards of business conduct.

The Trustees have considered which course of action best enables delivery of our strategy through the long term, taking into consideration the impact on stakeholders. In doing so, our Trustees have acted fairly as between members of the company.

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

Financial review

Most of the Trust's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2024 and the associated expenditure are shown as restricted funds in the statement of financial activities. The Trust also receives a significant amount of funding from Lincolnshire County Council, its local authority.

During the year, the total income was in excess of total expenditure. The excess of income over expenditure for the period was £123,475. This includes the net income relating to the restatement of the LGPS scheme of £404,000.

The Trust's non-teaching staff are entitled to membership of the Local Government Pension Scheme. The Trust's share of the Scheme's assets is currently assessed to be less than its liabilities in the Scheme, and consequently, in common with other Trusts, the Trust balance sheet shows a net surplus of £3,550,000. This surplus has not been recognised in the financial statements.

The Trust held fund balances at 31 August 2024 of £29,906,779, comprising £521,499 of restricted funds, a fixed asset reserve of £28,060,638 and £1,324,642 of unrestricted general reserve funds.

Reserves policy

Subject to the ESFA's constraints on permitted balances, the Trust's policy is to try to carry forward a prudent level of resources of one to two months GAG income, around £1m-£2m.

The reserves situation is kept under constant review as part of monthly cashflow analysis and the current level of reserves is considered sufficient for the trust's requirements.

At 31 August 2024, free reserves held amount to £1,324,642 and restricted general funds amount to £521,499. The amount of funds which can only be realised by disposing of tangible fixed assets amounted to £28,060,638.

Total funds at 31 August 2024 amount to £29,906,779, and the balance on restricted general funds plus unrestricted general funds at 31 August 2024 results on a net surplus of £1,846,141, a decrease of £574,409 from the prior year. Revenue reserves equate to 12.2% of GAG income.

Investment policy

The Academy shall only invest surplus funds on the money market or similar deposit, where the return of the capital invested and the interest it will earn is predetermined and guaranteed. All investments are approved by the governing body.

Principal risks and uncertainties

The principal risks and uncertainties of the Academy relate to:

- Teaching
- Provision of facilities
- Other operational areas of the Academy
- Finances

Outlined below is a description of the principle risk factors that may affect the Academy. Not all the factors are within the Academy's control. Other factors besides those listed below may also adversely affect the Academy.

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

Government Funding

The Academy has considerable reliance on continued government funding through the Education and Skills Funding Agency (ESFA) and the Local Authority. There can be 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, particularly in the context of public sector spending constraints.

This risk will be mitigated in a number of ways:

- Funding is derived through a number of direct and indirect contractual arrangements.
- Ensuring the Academy is rigorous in delivering in high quality education and training.
- Considerable focus and investment is placed on maintaining dialogue and managing key relationships with the various funding bodies.
- Ensuring the Academy is focused on those priority sectors which will continue to benefit from public funding.
- Active pursuit of cost efficiencies and income generation opportunities.
- Contingent planning embedded into the Academy budget process.

Maintain adequate funding of pension liabilities

The financial statements report the share of the Local Government Pension Scheme (LGPS) on the Academy's balance sheet in line with the requirements of FRS 102. The Academy takes professional advice on this position and makes appropriate contributions on the basis of that advice to ensure the balance does not become unmanageable.

Competition

The Academy keeps its curriculum offer under constant review to maintain its relevance and viability against competition from its neighbouring schools and colleges.

Recruitment

Changes to funding arrangements, policy, competition and inspection outcomes all have the potential to significantly affect the number of learners recruited by the Academy. These risks are monitored and mitigated in a number of ways:

- Ensuring the Academy is rigorous in delivering high quality education and training.
- Maintaining dialogue and managing key relationships with the various funding bodies.
- Ensuring that its management focus and investments enhance the quality of learner experience and promote the Academy's position as the provider of choice within its market.

The Academy has faced increasing challenges in the recruitment of teaching staff in some key areas and has adopted a number of strategies to address these challenges.

The Governors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy and its finances. The Governors have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains, they have ensured they have adequate insurance cover. The Academy has an effective system of internal financial controls and this is explained in more detail in the following statement

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

Fundraising

The Trust raises funds both for its own internal use and for external charities. This may be by having non-uniform days, discos, selling charity merchandise, sponsor walks, coffee mornings and selling of refreshments. We do not employ a professional fundraiser or commercial participator for internal fundraising. There has been no non-compliance of schemes or standards cited and no complaints have been received. We do not give contact details out to external fundraisers. Donations to charity days are asked for but no child is penalised, for instance, if they do not bring money when it is a non-uniform day.

Internal fundraising includes selling refreshments during parents' evenings to supplement the year 13 Prom and sponsored walks to supplement the Year 11 Prom.

External charities the Trust supported this year include:

- MacMillan Cancer
- Teenage Cancer trust
- Sands Charity
- Save the Children
- NSPCC
- Sleaford Community Larder
- Sports Relief
- Comic Relief
- Lines Wildlife Trust
- Ocean Gen
- Princes Trust
- Centre Point
- Children in Need

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

Streamlined energy and carbon reporting

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

	2024	2023
Energy consumption breakdown (kWh):		
Gas	1,711,174	1,881,309
Electricity	1,343,465	1,502,850
Transport fuel	1,227	1,081
Scope 1 emissions (in tonnes of CO2 equivalent):		
Gas consumption	312	343
Owned transport	3	3
Total scope 1	315	346
Scope 2 emissions (in tonnes of CO2 equivalent):		
Purchased electricity	260	291
Scope 3 emissions (in tonnes of CO2 equivalent):		
Business travel in employee-owned or rental vehicles	3	2
Total gross emissions (in tonnes of CO2 equivalent):	578	639
Intensity ratio:		
Tonnes of CO2 equivalent per pupil	.24	.27

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

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

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

We have used video conferencing technology for staff meetings to reduce the need for travel between sites.

We have installed LED lighting when replacements are necessary and have a programme of replacing old boilers when they are broken.

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TRUSTEES' REPORT (CONTINUED)
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Plans for future periods

In setting our objectives and planning our activities, the Governors have given careful consideration to the Charity Commission's general guidance on public benefit.

The Academy will continue striving to improve the levels of performance of its students at all levels and continue its efforts to ensure its students get jobs or a place in higher education once they leave. The Academy's academic targets for Key Stage 4 are:

- Average student attendance for the year to be above national
- Increase the number of students achieving a grade 4 and grade 5 in both English and Mathematics, whilst also improving the overall attainment of the students
- < 3% NEET

Sixth form targets:

- 100% of Year 13 to pass A*-E
- Above national applied general and technical point scores, closer to national points scores for academic subjects compared with 2019 performance tables
- Above national average destination and retention rates
- Above average English and Maths level 2 progress.

Funds held as custodian on behalf of others

The academy does not hold such funds.

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 was approved by order of the Board of Trustees, as the company directors, on and signed on its behalf by:

09 DEC 2024



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G Arnold
Chair of Trustees

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that St George's 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 Principal, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between St George's Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of Trustees any material weaknesses or breakdowns in internal control.

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. Oversight is maintained through regular sub-committee meetings in the intervening periods.

Attendance during the year at meetings of the board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
G Arnold, Chair	6	6
L King, Principal and Accounting Officer	4	4
B Hitchcock, Vice-Chair	6	6
S Harvey	5	5
R Burrell	4	6
N Horner	6	6
J H Franks	4	6
M Gavin	5	6
J Watson	4	6
G Harvey	5	6
P Blackburn	5	6
J Johnston	4	5
R Kendrick	5	5

Directors received regular presentations from senior leaders with regard to a range of areas including teaching and learning, curriculum development in line with the new Ofsted Framework and careers guidance/work experience for students. They also reviewed their role linked to the DfE's Competency Framework for Governance to ensure the required skills, knowledge and behaviours were in place.

Three operational committees report regularly to the Directors and strategic development is overseen by Academy Members.

The declaration of interest forms have been completed on all governor appointment and updated annually to ensure compliance with the Trust Handbook and Charities SORP. This is a standard agenda item for each governor meeting in order to manage any conflict of interest.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Finance and General Purposes Committee is a sub-committee of the main board of Trustees. Its terms of reference are:

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
G Arnold	7	7
N Horner	7	7
L King	7	7
R Burrell	4	7
S Harvey	5	7
B Hitchcock	7	7
J H Franks	7	7

Review of value for money

As accounting officer, the Principal 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, as well as estates and safety management, achieved in return for the taxpayer resources received.

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

Raising Student Attainment

The Academy has clear targets for all of the main indicators of academic achievement, attendance and behaviour of all students.

St George's Academy will ensure that where possible additional needs of individual pupils will be met and appropriate resources (staff and equipment) will be made available such as one to one support or stretch and challenge for the more able pupils.

Robust Governance and Oversight of Academy Trust Finances

The Academy uses the services of a suitably qualified Internal Auditor (IA). The IA reviews key financial policies, systems and procedures and presents reports on compliance to the Finance and General Purposes Operational Committee. There is also a Monitoring Officer (MO) who provides a similar role and reports directly to the Finance and General Purposes Operational Committee.

The Finance and General Purposes Operational Committee receive monthly budget monitoring reports.

The full Governing Body approves the budget each year and is mindful of the need to balance expenditure against income to ensure the Academy Trust remains a 'going concern'. The Governing Body also receives and approves the Annual Accounts and the External Auditors' Management Report.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

Ensuring the Operation of the Trust Demonstrates Good Value for Money and Efficient and Effective Use of Resources

The Academy benchmarks financial performance against other academy trusts to demonstrate that the Trust provides good value for money.

Tender exercises are regularly undertaken to ensure that high value contracts are assessed against the marketplace on a regular basis.

Maximising Income Generation

The Academy explores every opportunity to generate income through hire of Academy facilities.

Reviewing Controls and Managing Risks

Monthly budget monitoring reports are produced and reviewed by the Finance Director and the Principal and any necessary remedial action taken to address any significant variances that may have an impact on the budget.

The Academy Trust ensures that surplus cash balances are invested in interest bearing accounts to maximise interest earning potential.

Reviewing Operation to Maximise Use of Resources

Expenditure within each budget heading is reviewed and adjustments made, based on the effectiveness of strategies introduced in previous years, curriculum offer and any new strategies identified in the Academy Development Plan.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in St George's 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 board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy's significant risks that has been in place for the year 1 September 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.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

The academy's system of internal 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 Finance and General Purposes Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has decided to employ Forrester Boyd Chartered Accountants as internal auditor.

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

- Payroll
- Income
- Procurement
- Fixed assets
- Balance sheet reconciliations
- Risk register
- Budget monitoring/reporting
- Staff reimbursement claims

On a semi-annual basis, the internal auditor reports to the board of Trustees through the finance and general purposes committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

The internal auditor has delivered their schedule of work as planned. Key recommendations within the report have been discussed with the internal auditors, and an action plan agreed.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

As accounting officer, the Principal 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 school resource management self-assessment tool;
- the work of the executive managers within the academy who have responsibility for the development and maintenance of the internal control framework.
- 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 finance and general purposes committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

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.

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 and signed on their behalf by:


.....
G Arnold
Chair of Trustees


.....
A Money
Accounting Officer

Date: **09 DEC 2024**

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of St George's Academy Trust I have considered my responsibility to notify the academy 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 Academies Financial Handbook 2023, including my responsibilities for estates safety and management.

I confirm that I and the academy board of Trustees are able to identify any material irregular or improper use of all funds by the academy, or material non-compliance with the terms and conditions of funding under the academy's funding agreement and the Academies Financial 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.


.....
A Money
Accounting Officer

Date: **09 DEC 2024**

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles 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:


.....
G Arnold
Chair of Trustees

Date: 0 9 DEC 2024

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
GEORGE'S ACADEMY TRUST**

Opinion

We have audited the financial statements of St George's Academy Trust (the 'academy') 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'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 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'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.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
GEORGE'S 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 for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters 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 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'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 or to cease operations, or have no realistic alternative but to do so.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
GEORGE'S ACADEMY TRUST (CONTINUED)**

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was that we identified the material laws and regulations applicable to the trust through discussions with Trustees and other management, and from our commercial knowledge and experience of the Trust and education sector in which it operates. We then assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence.

We then assessed the susceptibility of the trust's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we tested journal entries to identify unusual transactions, we reviewed a sample of grants in the year to allocation and accurate recognition, we agreed a sample of employees on the Trust payroll to existence and agreed the accuracy of their pay, we assessed and reviewed the appropriateness and effectiveness of the key systems and controls. We also assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias and investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to agreeing financial statement disclosures to underlying supporting documentation, reading the minutes of meetings of those charged with governance, reviewing internal audit reports for any indication of breaches of laws and regulations, enquiring of management as to actual and potential litigation and claims and reviewing any correspondence with HMRC, relevant regulators and the Trust's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed those laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance.

Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
GEORGE'S ACADEMY TRUST (CONTINUED)**

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. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the academy'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'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 and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Bradshaw (Senior statutory auditor)

for and on behalf of

Streets Audit LLP

Windsor House

A1 Business Park

Long Bennington

Notts

NG23 5JR

Date: 17/12/2024.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST
GEORGE'S ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 2 March 2022 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 St George's 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 St George's Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to St George's 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 St George's Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of St George's Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of St George's Academy Trust's funding agreement with the Secretary of State for Education dated 2 December 2009 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.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST
GEORGE'S 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's income and expenditure.

The work undertaken to draw to our conclusion includes:

- a review of the Trust's systems and controls and confirmation of their operation and effectiveness during the year;
- a review of expenditure to confirm the appropriateness and value for money and that appropriate tendering/quotation procedures had been followed in line with the Trust's finance policy; and
- a review of related party relationships and internal audit reports.

In line with the Framework and guide for external auditors and reporting accountants of academy trusts issued March 2024, 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.



Mark Bradshaw (Senior statutory auditor)
Streets Audit LLP

Windsor House
A1 Business Park
Long Bennington
Notts
NG23 5JR

Date: 17/12/2024.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

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

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £	
Income from:						
Donations and capital grants	3	-	500	324,252	324,752	395,730
Other trading		36,311	-	-	36,311	31,163
Investments	6	35,133	171,000	-	206,133	93,843
Charitable activities		25,708	17,766,329	-	17,792,037	16,094,897
Teaching schools		-	-	-	-	(8,700)
Other income	7	-	408,233	-	408,233	321,644
Total income		97,152	18,346,062	324,252	18,767,466	16,928,577
Expenditure on:						
Charitable activities		42,653	17,852,593	357,035	18,252,281	16,076,353
Other expenditure	9	-	245,112	-	245,112	264,410
Total expenditure		42,653	18,097,705	357,035	18,497,393	16,340,763
Net income/ (expenditure)		54,499	248,357	(32,783)	270,073	587,814
Transfers between funds	19	334,679	(807,944)	473,265	-	-
Net movement in funds before other recognised gains/(losses)		389,178	(559,587)	440,482	270,073	587,814
Other recognised gains/(losses):						
Actuarial gains on defined benefit pension schemes	26	-	316,000	-	316,000	1,044,000
Defined benefit pension scheme de-recognised		-	(720,000)	-	(720,000)	(1,075,000)
Net movement in funds		389,178	(963,587)	440,482	(133,927)	556,814

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

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

Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
Reconciliation of funds:					
Total funds brought forward	935,464	1,485,086	27,620,156	30,040,706	29,483,892
Net movement in funds	389,178	(963,587)	440,482	(133,927)	556,814
Total funds carried forward	<u><u>1,324,642</u></u>	<u><u>521,499</u></u>	<u><u>28,060,638</u></u>	<u><u>29,906,779</u></u>	<u><u>30,040,706</u></u>

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

The notes on pages 35 to 61 form part of these financial statements.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 07087804

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	15	27,909,217	27,802,876
		<u>27,909,217</u>	<u>27,802,876</u>
Current assets			
Debtors	16	778,235	785,051
Cash at bank and in hand		2,286,455	3,281,329
		<u>3,064,690</u>	<u>4,066,380</u>
Creditors: amounts falling due within one year	17	(1,060,036)	(1,819,882)
Net current assets		<u>2,004,654</u>	<u>2,246,498</u>
Total assets less current liabilities		<u>29,913,871</u>	<u>30,049,374</u>
Creditors: amounts falling due after more than one year	18	(7,092)	(8,668)
Net assets excluding pension asset		<u>29,906,779</u>	<u>30,040,706</u>
Total net assets		<u><u>29,906,779</u></u>	<u><u>30,040,706</u></u>

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)
REGISTERED NUMBER: 07087804

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Funds of the academy			
Restricted funds:			
Fixed asset funds	19	28,060,638	27,620,156
Restricted income funds	19	521,499	1,485,086
Total restricted funds	19	<u>28,582,137</u>	<u>29,105,242</u>
Unrestricted income funds	19	1,324,642	935,464
Total funds		<u><u>29,906,779</u></u>	<u><u>30,040,706</u></u>

The financial statements on pages 30 to 61 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....
G Arnold
Chair of Trustees

Date: 09 DEC 2024

The notes on pages 35 to 61 form part of these financial statements.

ST GEORGE'S ACADEMY TRUST
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	21	(1,002,262)	1,200,173
Cash flows from investing activities	23	16,056	(217,470)
Cash flows from financing activities	22	(8,668)	(4,675)
Change in cash and cash equivalents in the year		(994,874)	978,028
Cash and cash equivalents at the beginning of the year		3,281,329	2,303,301
Cash and cash equivalents at the end of the year	24, 25	<u>2,286,455</u>	<u>3,281,329</u>

The notes on pages 35 to 61 form part of these financial statements

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

1. 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.

1.1 Basis of preparation of financial statements

The financial statements of the academy, 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.

1.2 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 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 has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

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

• **Grants**

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 has provided the goods or services.

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NOTES TO THE FINANCIAL STATEMENTS
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1. Accounting policies (continued)

1.4 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's educational operations, including support costs and costs relating to the governance of the academy apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

1.5 Interest receivable

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

1.6 Tangible fixed assets

Assets costing £1,000 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. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

The Academy incurs significant repair and replacement costs such that the Trustees believe the property's residual value is not materially different to the cost. Accordingly no depreciation is charged on either freehold or long-term leasehold property.

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

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NOTES TO THE FINANCIAL STATEMENTS
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1. Accounting policies (continued)

1.6 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Freehold property	-	Not depreciated
Long-term leasehold property	-	Not depreciated
Furniture and equipment	-	15% straight-line
Computer equipment	-	15% straight-line
Motor vehicles	-	25% straight-line

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.

1.7 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.

1.8 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.

1.9 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 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.

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

1. Accounting policies (continued)

1.10 Financial instruments

The academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy 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 16. Prepayments are not financial instruments. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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 notes 17 and 18. 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. Amounts due to the academy's wholly owned subsidiary are held at face value less any impairment.

1.11 Pensions

Retirement benefits to employees of the academy 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 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 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.

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NOTES TO THE FINANCIAL STATEMENTS
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1. Accounting policies (continued)

1.12 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 trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 30.

1.13 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the academy 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.

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.

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

2. 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 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 scheme balance 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 26, will impact the carrying amount of the pension scheme balance. 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 scheme balance.

Critical areas of judgment:

The Academy incurs significant repair and replacement costs such that the Trustees believe the property's residual value is not materially different to the cost. Accordingly no depreciation is charged on either freehold or long-term leasehold property.

At 31 August 2024, the present value of the defined benefit obligation at the reporting date was valued at less than the fair value of plan assets and therefore the plan has a surplus. In accordance with FRS 102, an entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. On the basis that the separate triennial valuation is used to calculate future contribution rates on a different valuation basis there is no realistic expectation that the surplus will be realised or will provide future economic benefit to the trust. As a result the pension asset has not been recognised in the balance sheet of the financial statements.

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

3. Income from donations and capital grants

	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Donations	500	-	500	5,290
Capital grants	-	324,252	324,252	390,440
Total 2024	<u>500</u>	<u>324,252</u>	<u>324,752</u>	<u>395,730</u>
<i>Total 2023</i>	<u>5,290</u>	<u>390,440</u>	<u>395,730</u>	

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

4. Funding for the academy's educational operations

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Academy's Educational Operations				
General Annual Grant (GAG)	-	15,099,706	15,099,706	13,356,830
Other DfE/ESFA grants				
Pupil premium	-	798,912	798,912	712,574
Teachers pay/pension grants	-	438,243	438,243	72,319
Supplementary grant	-	-	-	545,630
Others	-	297,954	297,954	203,728
	-	16,634,815	16,634,815	14,891,081
Other Government grants				
LA grants - SEN	-	992,140	992,140	853,520
LA grants - other	-	3,314	3,314	135,856
	-	995,454	995,454	989,376
Other income from the academy's educational operations	25,708	136,060	161,768	214,440
Total Educational Operations	25,708	17,766,329	17,792,037	16,094,897
Total 2024	25,708	17,766,329	17,792,037	16,094,897

5. Income from other trading activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Hire of facilities	12,374	12,374	8,357
Other income	23,937	23,937	22,806
Total 2024	36,311	36,311	31,163

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6. Investment income

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest	35,133	-	35,133	7,843
Pension income	-	171,000	171,000	86,000
Total 2024	35,133	171,000	206,133	93,843
<i>Total 2023</i>	<i>7,815</i>	<i>86,028</i>	<i>93,843</i>	

7. Other incoming resources

	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
SCITT income	408,233	408,233	321,644

8. Expenditure

	Staff Costs 2024 £	Premises 2024 £	Other 2024 £	Total 2024 £	Total 2023 £
Academy's Educational Operations:					
Direct costs	12,595,337	-	1,349,679	13,945,016	12,369,536
Allocated support costs	1,728,669	1,554,684	1,023,912	4,307,265	3,706,817
Other expenditure	88,288	-	156,824	245,112	264,410
Total 2024	14,412,294	1,554,684	2,530,415	18,497,393	16,340,763
<i>Total 2023</i>	<i>12,138,531</i>	<i>2,222,746</i>	<i>1,979,486</i>	<i>16,340,763</i>	

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NOTES TO THE FINANCIAL STATEMENTS
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9. Other expenditure

	Restricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
SCITT expenditure	156,824	156,824	178,140
SCITT wages and salaries	88,288	88,288	86,270
	<u>245,112</u>	<u>245,112</u>	<u>264,410</u>

10. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Academy's Educational Operations	<u>13,945,016</u>	<u>4,307,265</u>	<u>18,252,281</u>	<u>16,076,353</u>
<i>Total 2023</i>	<u>12,369,536</u>	<u>3,706,817</u>	<u>16,076,353</u>	

Analysis of support costs

	Total funds 2024 £	<i>Total funds 2023 £</i>
Staff costs	1,728,669	1,064,723
Technology costs	283,515	174,034
Premises costs	1,642,075	1,957,041
Other costs	466,501	415,352
Governance costs	186,505	95,667
	<u>4,307,265</u>	<u>3,706,817</u>

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11. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2024 £	2023 £
Operating lease rentals	36,928	33,555
Depreciation of tangible fixed assets	238,310	249,697
Fees paid to auditors for:		
- audit	7,000	7,000
- other services	2,836	1,600
	36,928	33,555

12. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2024 £	2023 £
Wages and salaries	10,564,429	8,862,093
Social security costs	1,071,532	925,186
Pension costs	2,322,847	2,062,668
	13,958,808	11,849,947
Agency staff costs	453,486	288,584
	14,412,294	12,138,531

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

12. Staff (continued)

b. Staff numbers

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

	2024 No.	2023 No.
Teachers	162	158
Administration and support	225	174
Management	1	1
	388	333

The average headcount expressed as full-time equivalents was:

	2024 No.	2023 No.
Teachers	145	141
Administration and support	132	104
Management	1	1
	278	246

c. Higher paid staff

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

	2024 No.	2023 No.
In the band £60,001 - £70,000	9	-
In the band £70,001 - £80,000	4	3
In the band £80,001 - £90,000	4	5
In the band £90,001 - £100,000	1	-
In the band £130,001 - £140,000	-	1
In the band £140,0001 - £145,000	1	-
	9	9

d. Key management personnel

The key management personnel of the academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy was £1,413,077 (2023 £1,168,920).

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13. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the academy. 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
		£	£
L King, Principal and Accounting Officer	Remuneration	140,000 -	<i>135,000 -</i>
		145,000	<i>140,000</i>
	Pension contributions paid	35,000 -	<i>30,000 -</i>
		40,000	<i>35,000</i>

During the year ended 31 August 2024, no Trustee expenses have been incurred (*2023 - £NIL*).

14. Trustees' and Officers' insurance

In accordance with normal commercial practice, the academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £2,000,000 on any one claim and the cost for the year ended 31 August 2024 was £181 (*2023 - £181*). The cost of this insurance is included in the total insurance cost.

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

15. Tangible fixed assets

	FH and LH property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation					
At 1 September 2023	27,071,076	1,517,099	2,480,475	12,050	31,080,700
Additions	-	201,844	142,807	-	344,651
At 31 August 2024	<u>27,071,076</u>	<u>1,718,943</u>	<u>2,623,282</u>	<u>12,050</u>	<u>31,425,351</u>
Depreciation					
At 1 September 2023	96,051	1,031,338	2,148,678	1,757	3,277,824
Charge for the year	-	136,663	98,635	3,012	238,310
At 31 August 2024	<u>96,051</u>	<u>1,168,001</u>	<u>2,247,313</u>	<u>4,769</u>	<u>3,516,134</u>
Net book value					
At 31 August 2024	<u>26,975,025</u>	<u>550,942</u>	<u>375,969</u>	<u>7,281</u>	<u>27,909,217</u>
At 31 August 2023	<u>26,975,025</u>	<u>485,761</u>	<u>331,797</u>	<u>10,293</u>	<u>27,802,876</u>

Included in freehold property is land and buildings owned by the trust and which are not depreciated, in line with the accounting policy.

Included in leasehold property are buildings on a 125 year lease which are not depreciated, in line with the accounting policy.

The buildings have been included in accordance with a valuation at depreciated replacement cost as at 31 March 2016 carried out the ESFA. The trustees consider this to be a fair value.

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

16. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	5,067	3,901
Other debtors	361,361	364,071
Prepayments and accrued income	411,807	417,079
	778,235	785,051

17. Creditors: Amounts falling due within one year

	2024 £	2023 £
Other loans	1,576	4,675
Trade creditors	244,181	1,030,109
Other taxation and social security	241,294	222,197
Other creditors	311,847	239,302
Accruals and deferred income	261,138	323,599
	1,060,036	1,819,882
	263,505	111,295
Resources deferred during the year	80,019	263,505
Amounts released from previous periods	(263,505)	(111,295)
	80,019	263,505

Deferred income relates to rates relief and tutoring grants relating to the 2024/25 academic year.

Included in other loans is one loan of £1,576 (2023 - £4,675) from ESFA (CIF) which are provided on the following terms:

- repayable in 6 monthly installments;
- no interest is charged;
- the loan is due to mature 2029.

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

18. Creditors: Amounts falling due after more than one year

	2024	2023
	£	£
Other loans	7,092	8,668

Included in other loans is a loan of £7,092 (2022 - £8,668) from ESFA (CIF) which is provided on the following terms:

- repayable in 6 monthly installments;
- no interest is charged;
- the loan is due to mature in 2029.

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

19. Statement of funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
General Funds	935,464	97,152	(42,653)	334,679	-	1,324,642
Restricted general funds						
General Annual Grant (GAG)	915,542	15,099,706	(15,419,173)	(319,073)	-	277,002
Other DfE/ESFA grants	254,092	1,535,109	(1,536,465)	(154,192)	-	98,544
Other government grants	-	997,011	(997,011)	-	-	-
School fund	145,215	83,738	(83,000)	-	-	145,953
Other income	170,237	409,557	(245,115)	(334,679)	-	-
Other restricted funds	-	49,941	(49,941)	-	-	-
Pension reserve	-	171,000	233,000	-	(404,000)	-
	1,485,086	18,346,062	(18,097,705)	(807,944)	(404,000)	521,499
Restricted fixed asset funds						
Transfer from Local Authority	21,102,694	-	-	-	-	21,102,694
DfE/ESFA capital grants	1,129,675	324,252	(87,113)	-	-	1,366,814
Capital expenditure from GAG	3,577,483	-	(269,922)	473,265	-	3,780,826
Capital expenditure from other income	1,810,304	-	-	-	-	1,810,304

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

19. Statement of funds (continued)

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
	27,620,156	324,252	(357,035)	473,265	-	28,060,638
Total Restricted funds	29,105,242	18,670,314	(18,454,740)	(334,679)	(404,000)	28,582,137
Total funds	30,040,706	18,767,466	(18,497,393)	-	(404,000)	29,906,779

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

General Annual Grant (GAG) must be used for the normal running costs of the Academy.

Other DfE/ESFA grants comprise various grants awarded for specific projects, in particular to boost standards of attainment. Grants include Pupil Premium funding which is intended to support education for pupils from a disadvantaged background.

Other Government grants include funding provided for pupils with Statements of Special Educational Needs and is used by the academy to assist with the pupils' education.

Other capital grants are provided to the academy based on specific bids for individual projects.

Other income comprises various other receipts including school meals. The income is classed as restricted or unrestricted based upon the nature of the income.

Pension Reserve represents the current deficit balance of the Local Government Pension Scheme.

Restricted fixed asset funds represent monies received in respect of, and spent on, fixed assets. This includes assets inherited on conversion. The total resources expended within this fund include the depreciation charge for the year. The transfers figure is the amount of other funds used to acquire fixed assets.

Material transfers between funds

The Trustees have approved a transfer into GAG from other restricted funds to cover un-allocated staff costs, as well as management fees. Transfers have also taken place from GAG into the Restricted fixed asset fund to cover unfunded capital expenditure, and from other restricted funds to unrestricted funds where the Academy has ceased operations on an activity and the surplus on this activity returns to the Academy.

Summary

The combined balance on restricted general funds (excluding pension reserve) plus unrestricted general funds at 31 August 2024 is £1,846,141.

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

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19. Statement of funds (continued)

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

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2023 £</i>
Unrestricted funds						
General Funds	917,809	66,670	(49,015)	-	-	935,464
Restricted general funds						
General Annual Grant (GAG)	351,078	13,356,830	(12,523,481)	(268,885)	-	915,542
Other DfE/ESFA grants	383,478	1,534,251	(1,534,886)	(128,751)	-	254,092
Other government grants	-	957,376	(957,376)	-	-	-
School fund	141,151	112,293	(108,229)	-	-	145,215
Other income	121,672	424,717	(376,152)	-	-	170,237
Pension reserve	-	86,000	(55,000)	-	(31,000)	-
	<u>997,379</u>	<u>16,471,467</u>	<u>(15,555,124)</u>	<u>(397,636)</u>	<u>(31,000)</u>	<u>1,485,086</u>
Restricted fixed asset funds						
Transfer from Local Authority	21,102,694	-	-	-	-	21,102,694
DfE/ESFA capital grants	1,084,034	390,440	(344,799)	-	-	1,129,675
Capital expenditure from GAG	3,571,672	-	(391,825)	397,636	-	3,577,483
Capital expenditure from other income	1,810,304	-	-	-	-	1,810,304

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19. Statement of funds (continued)

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2023 £</i>
	27,568,704	390,440	(736,624)	397,636	-	27,620,156
Total Restricted funds	28,566,083	16,861,907	(16,291,748)	-	(31,000)	29,105,242
Total funds	29,483,892	16,928,577	(16,340,763)	-	(31,000)	30,040,706

20. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	27,909,217	27,909,217
Current assets	1,178,044	1,579,958	306,688	3,064,690
Creditors due within one year	146,598	(1,058,459)	(148,175)	(1,060,036)
Creditors due in more than one year	-	-	(7,092)	(7,092)
Total	1,324,642	521,499	28,060,638	29,906,779

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20. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Restricted fixed asset funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	-	-	27,802,876	27,802,876
Current assets	935,464	2,884,169	246,747	4,066,380
Creditors due within one year	-	(1,399,083)	(420,799)	(1,819,882)
Creditors due in more than one year	-	-	(8,668)	(8,668)
Total	<u>935,464</u>	<u>1,485,086</u>	<u>27,620,156</u>	<u>30,040,706</u>

21. Reconciliation of net income to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of financial activities)	<u>270,073</u>	<u>587,814</u>
Adjustments for:		
Depreciation	238,310	249,697
Capital grants from DfE and other capital income	(324,251)	(390,440)
Interest receivable	(36,456)	(7,843)
Defined benefit pension scheme cost less contributions payable	(237,000)	43,000
Defined benefit pension scheme finance (income)/cost	(171,000)	(86,000)
(Increase)/decrease in debtors	(84,720)	(159,680)
(Decrease)/increase in creditors	(661,218)	951,625
Administrative cost of defined benefit pension scheme	4,000	12,000
Net cash (used in)/provided by operating activities	<u>(1,002,262)</u>	<u>1,200,173</u>

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22. Cash flows from financing activities

	2024 £	2023 £
Repayments of borrowing	(8,668)	(4,675)
Net cash used in financing activities	(8,668)	(4,675)

23. Cash flows from investing activities

	2024 £	2023 £
Dividends, interest and rents from investments	36,456	7,843
Purchase of tangible fixed assets	(344,651)	(615,753)
Capital grants from DfE Group	324,251	390,440
Net cash provided by/(used in) investing activities	16,056	(217,470)

24. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand and at bank	2,286,455	3,281,329
Total cash and cash equivalents	2,286,455	3,281,329

25. Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	3,281,329	(994,874)	2,286,455
Debt due within 1 year	(4,675)	3,099	(1,576)
Debt due after 1 year	(8,668)	1,576	(7,092)
	3,267,986	(990,199)	2,277,787

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26. Pension commitments

The academy'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 Lincolnshire County Council. Both are multi-employer defined benefit schemes.

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 £306,267 were payable to the schemes at 31 August 2024 (2023 - £236,525) 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.

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26. Pension commitments (continued)

The employer's pension costs paid to TPS in the year amounted to £1,807,084 (2023 - £1,483,333).

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 has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy has set out above the information available on the scheme.

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 £960,000 (2023 - £685,000), of which employer's contributions totalled £779,000 (2023 - £544,000) and employees' contributions totalled £ 181,000 (2023 - £141,000). The agreed contribution rates for future years are 25.4 per cent for employers and 5.5 per cent to 11.5 per cent for employees.

As described in note the LGPS obligation relates to the employees of the academy, 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 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 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on gov.uk.

Principal actuarial assumptions

	2024	2023
	%	%
Rate of increase in salaries	3.85	3.90
Rate of increase for pensions in payment/inflation	2.85	2.90
Discount rate for scheme liabilities	5.05	5.30
Inflation assumption (CPI)	2.85	2.90

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26. Pension commitments (continued)

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

	2024	2023
	Years	Years
<i>Retiring today</i>		
Males	19.5	19.5
Females	22.7	22.6
<i>Retiring in 20 years</i>		
Males	20.7	20.8
Females	24.1	24.0

Sensitivity analysis

	2024	2023
	£000	£000
Discount rate -0.1%	201	160
Mortality assumption - 1 year increase	325	292
CPI rate +0.1%	193	165

The pension scheme surplus/deficit is based on the actuarial assumptions used as at the 31 August 2024. These can, and do, change after the year end. The above sensitivity analysis shows how the position stated can change significantly based on changes to the actuarial assumptions. A change in the markets is likely to result in an increased pension scheme deficit by next year end. Post year end valuations could be obtained to provide an indication, however, it is considered that the cost would outweigh the benefit to the users of the accounts, and would not be value for money.

Share of scheme assets

The academy's share of the assets in the scheme was:

	At 31	At 31 August
	August 2024	2023
	£	£
Equities	7,696,000	7,452,000
Corporate bonds	1,950,000	1,587,000
Property	996,000	896,000
Cash and other liquid assets	3,394,000	2,134,000
Total market value of assets	14,036,000	12,069,000

The actual return on scheme assets was £1,314,000 (2023 - £315,000).

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26. Pension commitments (continued)

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

	2024	2023
	£	£
Current service cost	(542,000)	(587,000)
Interest income	657,000	488,000
Interest cost	(486,000)	(402,000)
Administrative expenses	(4,000)	(12,000)
Total amount recognised in the Statement of financial activities	(375,000)	(513,000)

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

	2024	2023
	£	£
At 1 September	9,239,000	9,520,000
Current service cost	542,000	587,000
Interest cost	486,000	402,000
Employee contributions	181,000	141,000
Actuarial losses/(gains)	341,000	(1,151,000)
Benefits paid	(303,000)	(260,000)
At 31 August	10,486,000	9,239,000

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

	2024	2023
	£	£
At 1 September	12,069,000	11,275,000
Interest income	657,000	488,000
Actuarial gains/(losses)	657,000	(107,000)
Employer contributions	779,000	544,000
Employee contributions	181,000	141,000
Benefits paid	(303,000)	(260,000)
Administration expense	(4,000)	(12,000)
At 31 August	14,036,000	12,069,000

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27. Operating lease commitments

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

	2024 £	2023 £
Not later than 1 year	23,011	23,011
Later than 1 year and not later than 5 years	2,599	23,618
	<u>25,610</u>	<u>46,629</u>

28. 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.

29. Related party transactions

Owing to the nature of the academy's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

G Arnold and R Burrell are members and trustees of both the academy and The Acorn EBS Free School Ltd. During the year the academy has paid £99,112 (2023 - £79,963) to The Acorn EBS Free School Ltd in respect of educational services. No amounts were outstanding at the year end.

Trustees remuneration has been included in note 13.

30. Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2024 the trust received £33,135 (2023 - £32,716) and disbursed £33,135 (2023 - £32,716) from the fund. No amounts are included within creditors.