

Osborne Co-operative Academy Trust
(A Company Limited by Guarantee)
Annual Report and Financial Statements
Year ended 31 August 2024

Company Registration Number:
07703865 (England and Wales)

Contents

Trustees' Report	3
Governance Statement	19
Statement on Regularity, Propriety and Compliance	23
Statement of Trustees' Responsibilities	24
Independent Auditor's Report on the Financial Statements	25
Independent Reporting Accountant's Report on Regularity	28
Statement of Financial Activities incorporating Income and Expenditure Account	30
Balance Sheet	32
Statement of Cash Flows	33
Notes to the Financial Statements	34

Osborne Co-operative Academy Trust

Trustees' report

Reference and administrative details

Members	S Burton A Browne (appointed 23.1.2024) S Cosgrow T Jaffe (resigned 23.1.2024) A O'Donoghue Chelmsford Diocese Education Trust (Corporate Member)
Trustees	S Childs I Duerden M Fall K Goodacre (Resigned 22.3.2024) D Gough P Griffiths T Jaffe (Chair) E Stonehouse A Walker
Company Secretary	K Draper
Senior Management Team:	
• Chief Executive Officer	P Griffiths
• Deputy Chief Executive Officer	L Coates
• Executive Headteacher Secondary	S Jenner
• Chief Operations Officer	J Clark
• Chief Finance Officer	P Lomas
Company Name	Osborne Co-operative Academy Trust
Principal and Registered Office	Butts Lane, Stanford-le-Hope, Essex SS17 0NW
Company Registration Number	07703865
Independent Auditor	Rowland Hall 44/54 Orsett Road Grays RM17 5ED
Bankers	Lloyds Bank PLC, 77-81 High St, Chelmsford, CMI IDIJ2
Solicitors	Browne Jacobson, Mowbray House Castle Meadow Road Nottingham, NG2 IBJ

Osborne Co-operative Academy Trust

Trustees' Report (continued)

The trustees present their annual report together with the financial statements and auditor's 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 and strategic report under company law.

The academy trust operates nine primary and three secondary academies in Thurrock and Essex. Its academies have a combined pupil capacity of 7907 and had a roll of 7230 in the school census on 3 October 2024.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Osborne Co-operative Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Osborne Co-operative Academy.

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 3.

Members' liability

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

Trustees' indemnities

Trustees benefit from Trustee Indemnity Insurance limited to £5,000,000 plus an additional indemnity for pollution defence costs limited to £500,000.

Method of recruitment and appointment or election of trustees

Osborne Co-operative Academy Trust seeks to have at least nine and no more than 11 trustees on its board. The members may appoint by ordinary resolution up to five trustees, one of whom may be from among their numbers and one of whom is the Chief Executive Officer. The trustees may appoint or elect up to two Academy Trustees from a local governing body from any academy. The trustees may also appoint up to four Co-opted Trustees put forward by the forum.

All Trustees and members of Local Governing Bodies are measured against the required knowledge, skills and competencies identified by the Department for Education in the Competency Framework for Governance, first published in January 2017.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Policies and procedures adopted for the induction and training of trustees

The trust adopted a policy for recruitment, induction, and training of Trustees. Induction sessions are held for all newly appointed trustees, at which they are registered as 'Directors' with Companies House and receive information regarding the Trust's policies and documents. This session is mandatory.

New trustees are also required to meet the Chair of Trust and Chief Executive Officer. The opportunity to visit the Trust's schools and to meet the head teachers and staff is offered. A mentor can be appointed to offer such support to new trustees as they may wish.

Annual safeguarding and Prevent training are mandatory for all Trustees and members of Local Governing Bodies. Reviews are carried out annually to assess and identify areas for Trustee development. Training and support is available to trustees, from both internal and external sources. The Trust subscribes to a recognised, online governance training programme. All Trustees are expected to participate regularly in their own development. Membership of the National Governance Association is provided to all Trustees and members of Local Governing Bodies. This provides them with regular updates on legislation, statutory requirements and good practice in academy trusts and academies.

Organisational structure

Osborne Co-operative Academy Trust has an agreed scheme of delegation that sets out the matters reserved to the Members and to the Trustees. Matters not reserved to Members or Trustees are delegated to the Trust's committees or to the Chief Executive Officer. Local Governing Bodies are committees of the Trust.

The matters reserved to the Members include:

- Changes to the Articles
- Appointment of Trustees
- Appointment of external auditors

The matters reserved to Trustees include

- Oversight of performance
- Strategy
- Policy
- Corporate structure
- Membership of committees
- The scheme of delegation and Terms of Reference
- Financial reporting and controls
- Remuneration
- Acquisition of assets
- Material contracts
- Approval of new converter or sponsored academies joining MAT

The Trustees have established the following committees with appropriate terms of reference: Audit and Risk, Pay, Information Technology and Environment and Sustainability. The Standards and Resources are held as full board meetings. The Chief Executive Officer is the Accounting Officer for the Trust.

Arrangements for setting pay and remuneration of key management personnel

Trustees do not receive payments in respect of their time for attending meetings or other contributions made to the Trust in that role, nor are they entitled to re-imbursment of expenses.

The arrangements for setting the pay and remuneration of the Trust's key management personnel are determined by the Trust's Pay Policy. This policy sets out the framework for making decisions on all staff pay within Osborne Co-operative Academy Trust. The policy is reviewed annually, in consultation with staff and unions.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

The objective of the policy is to:

- ensure that pay arrangements enable the current and future delivery of the Trust's plans, the school curriculum and school improvement plans;
- support the recruitment and retention of high quality staff;
- recognise and reward staff for their contribution to the Trust; and
- ensure that pay decisions are made in a fair, transparent and consistent manner.

The policy complies with the School Teachers' Pay & Conditions Document (STPCD) and the accompanying guidance, and with the national and local pay agreements for support staff. Osborne Co-operative Academy Trust operates a Professional Development Process, which replaced the previous system of appraisal and performance management three years ago.

Trade union facility time

The Trade Union (Facility Time Publication Requirements) Regulations 2017 require Osborne Co-operative Academy Trust to publish information on facility time arrangements for trade union officials at the trust.

The Academy Trust confirms there were no employees acting as trade union officials within the meaning of these regulations during the year ended 31st August 2024. Therefore, no employee spent time on facility time and no percentage of the pay bill was spent on facility time. Under the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017, where an academy trust has more than 49 full time equivalent employees throughout any 7 months within the reporting period, it must include information included in Schedule 2 of the Regulations. The information to be published consists of four tables covering the period starting from 1 April each year as follows:

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
0	0

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	n/a
1%-50%	n/a
51%-99%	n/a
100%	n/a

Provide the total cost of facility time	n/a
Provide the total pay bill	n/a
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) × 100	n/a

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) × 100	n/a
--	-----

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Related parties and other connected charities and organisations

Osborne Co-operative Academy Trust operates two faith schools. Chelmsford Diocese Education Trust is a Corporate Member of the Trust.

Thurrock Council has partnership agreements with Osborne Co-operative Academy Trust for the provision of the Deaf Resource Bases for primary and secondary age pupils, together with the associated outreach services for children and young people. This provision is operated by Warren Primary School and St Clere's Secondary School.

Thurrock Council has partnership agreements with Osborne Co-operative Academy Trust for the provision of the Vision Impaired Resource Bases for primary and secondary age pupils, operated by Stanford-le Hope Primary School and St Clere's Secondary School together with the associated outreach services for children and young people.

Thurrock Council has partnership agreements with Osborne Co-operative Academy Trust for the provision of the Assessment Base for nursery-age pupils with emotional and behavioural needs, which is operated by Stanford-le-Hope Primary School.

Thurrock Council also has partnership agreements with Osborne Co-operative Academy Trust for the provision of Alternative Provision Bases for primary age pupils with emotional and behavioural needs operated by East Tilbury Primary School and Thameside Primary School.

Engagement with employees (including disabled persons)

Since its incorporation in 2011, Osborne Co-operative Academy Trust has operated a Joint Consultative Committee (JCC), which includes local and regional trade union officers in addition to representation from each of its schools. This body considers all employment related issues, policies and proposals. It also receives reports on performance. Members of the committee are asked to provide feedback to their stakeholders. Minutes of JCC meetings are reviewed by the trust board and are available to employees on request. Appropriate meetings are held between senior management and employees to discuss matters of concern to both parties including the performance of the organisation.

The trust annually reviews the performance and progress of each school's equality objective plans. The Trust has robust and appropriate recruitment and equality policies, which uphold the rights of all employees, including those with protected characteristics. The Trust gives full and fair consideration to applications for employment made by all minority groups, including disabled persons, having regard to their aptitudes and abilities. As with all employees, disabled employees receive appropriate training to promote their career development. Employees who become disabled are retained in their existing posts where possible or retrained for suitable alternative posts. The Trust provides support through occupational health and access to work as appropriate. In addition, all employees have access to the Education Support Partnership Assistance Programme, purchased by the trust to support their mental health and well-being.

All employees are involved in the performance of the Trust by their participation in the annual professional development process. All employees agree objectives with their appraiser, linked to the aims and objectives of the school and/or Trust development action plans and the international co-operative values.

The Trust continues to engage more directly with employees. Our staff engagement strategies continue to evolve and improve over the year to deliver regular information and communications to our different stakeholders through bulletins, updates, telephone calls, CEO all staff briefings and messages, online competitions and more. The Trust has a Retention and Recruitment strategy.

The DFE's wellbeing charter is a declaration of support for, and set of commitments to, the wellbeing and mental health of everyone working in education. Osborne Co-operative Academy Trust is committing to a long-term strategy for improving staff wellbeing. It has signed up to the DFE's wellbeing charter and is focusing on a strategy with the Trust's wellbeing group to promote key areas identified by staff that would support their wellbeing.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

The Osborne Co-operative Academy Trust Mental Health and Wellbeing Group and Online Hub was founded in November 2023. The team meets half termly to discuss a range of issues related to both students and staff. The team consists of a diverse group of Headteachers, Wellbeing Leads, Trust Counsellor, Human Resources (HR) and Pastoral Leads from across the schools.

Engagement with suppliers, customers and others in a business relationship with the academy trust

Osborne Co-operative Academy Trust is a values driven organisation. It engages positively and proactively with stakeholders, suppliers and others. Decisions are made in line with the Trust's scheme of delegation, with consideration to stakeholder voice provided by the forum and local governing bodies. We are supported in decision making by the framework of the co-operative values. These are self-help, self-responsibility, democracy, equality, equity and solidarity. In addition to these internationally held values, we also adhere to the ethical values of openness, honesty, caring for others and social responsibility.

Consideration is given to long-term costs and benefits and to maintaining the trust's reputation for high standards of business. Wherever possible, the Trust purchases locally to support local business, seeking and obtaining both value for money and good service from suppliers.

The Trust buys locally wherever possible, pays promptly and ensures that suppliers are dealt with fairly in accordance with HM Treasury's Procurement Policy Notices.

Beneficiaries fall into two main categories; pupils educated in an Osborne Co-operative Academy Trust School and members of each school's local community who use the schools' facilities for recreation.

During the year the Trust, through its schools, continuously interacts with pupils and their parents and carers to ensure that they receive a suitable education.

Objectives and activities

Objects and aims

The Academy Trust's object is specifically restricted to the following: to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing, and developing schools offering a broad and balanced curriculum and which shall include:

- I. Academies other than those designated Church of England, whether with or without a designated religious character; and
- II. Church of England academies designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship, and in having regard to any advice and following any directives issued by the Diocesan Board of Education.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Objectives, strategies and activities

The aims of Osborne Co-operative Academy Trust during the period 1 September 2023 to 31 August 2024 were to raise standards of learning by:

- enabling the pupils in our schools to recover learning lost due to the Covid pandemic through the use of strategic interventions, catch up classes and mental health support
- ensuring pupils in our schools make the best possible progress through access to a quality provision which is innovative, challenging and meets their individual learning needs
- ensuring leadership and management throughout the schools is consistently inspirational, dynamic, efficient, effective, reflective and focused on delivering the Trust's aims, with due regard to our co-operative values of self-help, self-responsibility, equality, equity, democracy and solidarity, together with the ethical values of honesty, openness, social responsibility and caring for others; and
- providing pupils with the knowledge, skills and understanding they need to make healthy, positive life and lifestyle choices, fulfil their academic potential and be life-long co-operators with the skills and understanding to be active, caring citizens in their school, local and global communities.

All schools in the Trust have costed school development plans, which focus on continuous improvement to the standards of education provided to pupils in the schools. These plans are agreed by the Local Governing Body of the relevant school and monitored by Trustees. The Local Governing Bodies are committees of the Trust Board. The Trust's Professional Development Process supports improvement with personal objectives for school staff that are linked to the school development plan.

Public benefit

In setting our objectives and planning our activities the trustees have carefully considered the Charity Commission's general guidance on public benefit.

The Trustees confirm that they have complied with the duty set out in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

In setting our objectives and planning our activities Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education and on fee-charging.

The Trustees consider that the Trust's aims and objectives are demonstrably to the public benefit. The Trust provides education and recreational facilities for the benefit of the community situated around its schools. In addition, community-based projects and fundraising are undertaken during the year by both students and staff.

Strategic report

Achievements and performance

2023-24 began with the challenging news that four of the Trust schools had RAAC. This created huge pressure on the schools and the Trust central team. All have had to work closely with the DfE and ESFA to put plans in place to enable the smoothest return possible at the start of the new school year. Some disruption to learning was the inevitable result of this. Thankfully, the staff worked immensely hard to ensure the best possible progress for all students. The relationship between the DfE, ESFA and the Trust was strong and positive. This allowed a smoother learning environment than had been initially feared. The more positive outcomes at the end of the year were testimony to this, along with the loyalty of parents and students. The most positive outcome has been the intention of the DfE to rebuild those RAAC schools that need this most,

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Primary outcomes for 2024 evidenced a positive picture in both reading and writing, with maths still behind the others. There was strong evidence, throughout the primary schools of children making greater progress and more meeting expectations for them. This has proved a strong foundation for the Trust moving into 2024-5, with a sharper focus on active maths. It has also solidified the relationship between the schools so that there is a far higher level of sharing of best practice and mutual support. Best practice is being shared and this will support further raising of rates of progress and outcomes.

The three secondary schools have been brought together by the newly appointed Executive Headteacher Secondary. The focus of this post was to work with the new headteachers of each of the schools and together develop a coherent approach to teaching and learning that would continue to increase the rate of progress for all young people. The process they created became known as the ACE framework. This develops an understanding of pedagogical principles of Adaptive Teaching, Creative Teaching and Engaging Teaching. This approach links the teacher and each student in an active relationship with the curriculum. Staff and students reacted extremely positively and the ACE framework will continue to build foundations to support further school improvements to meet the trust aspirations that our pupils exceed national expectations. The end of year outcomes indicated a positive impact as a result of the new approach.

The Trustee and Governance Conference was held in July 2024. This provided an opportunity for our Trustees, Chairs and members of Local Governing Bodies and the Trust Central Leaders to join together to evaluate the Trust performance using the Department for Education MAT Assurance Framework. This evaluation allowed the ranking of strengths and weaknesses. The impact of this was to create a focused Trust Aspirations grid. This is now the focus for all development within the Trust from September 2024 onwards. This has been shared widely across schools and will be integral to the Professional Development Programmes for all staff in the 2024-25 cycle.

Ofsted inspections took place in November 2023, Little Thurrock Primary School, which had been judged inadequate prior to joining Osborne Co-operative Academy Trust and in October for Doddinghurst CofE Junior School, a school judged as requires improvement and which had had an intervention board before joining the Trust. The improvement in both schools was evident in the Ofsted reports, where they were identified as Good. Osborne Co-operative Academy Trust supports headteachers to work together and to learn from each other as they respond to an Ofsted visit. The wellbeing of leaders is paramount and they all report that they are well supported as they prepare and then move through the Ofsted process.

Osborne Co-operative Academy Trust continues to be a leader for the delivery and quality assurance of the National Professional Qualification, in partnership with the Chelmsford Diocese. It is a Regional Delivery Partner for Essex, working with trusts across and beyond Essex. This is a significant undertaking and will identify our Trust as a leader in CPD. The following standard National Professional Qualifications are being delivered; NPQ Special Educational Needs & Disabilities (NPQSEND), NPQ Leading Primary Maths (NPQLPM), NPQ Headship (NPQH) and NPQ Leading Behaviour and Culture (NPQLBC). The courses started in 2023-24 will continue to run until the end of their teaching cycles. These are NPQH, NPQSL and NPQLT. The impact of the development of leaders is evidenced at a school level with current research impacting on quality first teaching as well as developing leaders who are in a position to develop their own roles within the Trust.

Osborne Co-operative Academy Trust is committed to inclusion for all. This approach has enabled it to become the main provider of outreach for Thurrock primary schools. The Trust has continued its involvement in a project with the Crime and Commissioning Team, which is focused on reducing exclusions in the high deprivation index areas of Thurrock. This work is led by the staff in Alternative Provisions run in two of our primary schools. Over the year twenty-eight pupils were enabled to successfully remain in educational establishments that met their needs.

The work undertaken in 2023-24 has enhanced the ability of the Trust to develop teachers and support staff to feel increasingly engaged in the success of the students, themselves, and the Trust as a whole. Efficient and effective financial management has placed the Trust in a viable position to deal with the challenges to come.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Going concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

Promoting the success of the company

The Trust's charitable objectives are:

advance for the public benefit education in the United Kingdom, by establishing, maintaining, carrying on, managing and developing schools ("the Academies") offering a broad and balanced curriculum.

This is the sole aim of the Trust's business plan. To be successful the Trust must engage with pupils, employees and suppliers as set out above. By meeting its charitable objectives, the Trust has a positive impact on the communities around each school as it provides an excellent education and facilities to its beneficiaries.

The Trust has embraced the need to be a sustainable organisation.

In delivering its business plan the Trust expects all its employees, students, Trustees and governors to uphold the cooperative values of:

- Self-help
- Self-responsibility
- Equality
- Equity
- Democracy
- Solidarity

Together with the ethical values of openness, honesty, caring for others and social responsibility.

It also expects its employees, suppliers, beneficiaries and Trustees to exhibit high standards of business conduct in line with the Seven Principles of Public life:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Financial review

Most of the Trust's income came from the DfE and the ESFA in the form of recurrent grants, the use of which was restricted to the Trust's charitable objectives. The grants received from the DfE and ESFA during the year ended 31 August 2024 and the associated expenditure are reported as restricted funds in the Statement of Financial Activities ("SOFA").

The Trust's Fund balances at 31st August 2024 were in surplus by £135.1m. This is made up by Restricted Asset Funds being in surplus by £130.5m, Unrestricted Funds were in surplus by £4.3m, whilst Restricted General Funds were £0.2m.

The principal sources of funding have been from the Education and Skills Funding Agency and the local authorities of Essex and Thurrock, with particular partnership agreements with Thurrock Council for resource bases. The key objectives of the academy trust have been delivered effectively (see page 9, Achievements and Performance).

Reserves policy

The level of reserves held takes into account the nature of the income and expenditure streams, the need to match them with commitments (including future capital projects) and the nature of reserves.

The current reserve provision is as follows:

Capital Reserves are identified for specific investments in education and premises.

A General Reserve has been established for each school at the minimum level of 3% of gross income. These funds are held centrally. Where schools are unable to maintain their reserves at this level due to unplanned expenditure, necessary to maintain safe education provision, they are required to re-instate them in subsequent years.

The reserves held on 31st August 2024 were £4.3m. Reserves of restricted funds held on 31st August 2024 were £0.2m. In extra-ordinary circumstances where schools go temporarily into deficit, the reserves held on behalf of other schools by the Trust will be used in order to avoid cash flow difficulties.

A surplus or deficit position of either the Teachers' or LGPS pension scheme would generally result in a cash flow effect for the academy trust in the form of an increase or decrease in employers' pension contributions over a period of years.

The balance of restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31st August 2024, is a net surplus of £4.3m + £0.2m = £4.5m.

Investment policy

While in a period of continued financial uncertainty and relatively low interest rates, the Trust Board's policy was to maximise liquidity and minimise risk. As a result, during the period 1st September 2023 to 31st August 2024, no investments were made. This policy will be reviewed as interest rates are rising.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Principal risks and uncertainties

The principal risks to the Trust are financial and result from the funding received from the ESFA not meeting the ever-increasing costs of staffing, utilities and general cost of living increases.

In the light of the Corporate Governance guidance contained within the Charities Statement of Recommended Practice 2019 and its predecessor of 2005, the Trustees have put in place high level controls and identified the major risks to which the Trust is exposed.

The high-level controls in place include:

- o Comprehensive strategic plans, budget and future management accounting.
- o Formal agenda for all committee meetings.
- o Detailed schemes of delegation and terms of reference for all committees.
- o Formal written policies and procedures.
- o Organisational structures and lines of reporting.
- o Clear and appropriate authorisation and approval levels; and
- o Vetting and safeguarding procedures as required by law for the protection of the vulnerable.

Medium and long-term forecasting has become an integral part of the Trust's management and planning processes and is increasing important to maintaining standards by avoiding short term measures within the Trust as costs increase and income fails to compensate.

The Trustees recognise that any system can only provide reasonable but not absolute assurances that major risks have been adequately managed.

The Trust has developed a system of risk identification and management which is firmly linked into both its strategic and operational plans. The Trustees are satisfied the risks have been adequately mitigated.

The Trustees have engaged Juniper Education to perform regular reviews of internal controls and governance. The Trust Board has a Resources, Audit and Risk committee. As the Trust identifies risks, it ensures that systems and procedures are put in place to manage those risks. Risks are considered in the following categories:

Income Risk

The Trustees negotiates grants and awards to finance the schools' activities and incorporates this information into its business plan. The DfE and Local Authorities provide almost all the funding for the Trust's Educational Operations. As such, our resources are subject to changes in central and local government policy. The reserve policy has been established to provide short term protection for our committed expenditure levels.

Price Risk

Prices for materials and services are subject to contracts with suppliers, based on current market prices. Representatives from all the Trust's schools meet regularly to review and align costs and incorporate them into operating budgets.

Fixed and semi fixed cost Impact

Salary costs represent 80.5% of the Trust's costs (excluding depreciation) and are an increasing proportion of expenditure due to the focus on maintaining teaching capacity whilst responding to other financial pressures. The Trust is committed to implementing pay awards agreed nationally by the schoolteachers' review body and support staff unions.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Pay costs are also subject to increase due to annual awards of increments within pay bands to staff. Austerity measures from central government raise the risk that increases to staffing costs will not be met by increased funding. In addition, rising national average wages and continuing financial constraints mean the opportunities for cost savings both inside and outside the staffing establishment become more limited.

Credit Risk

Credit risk on amounts owed to schools in the Trust by their debtors is low as the majority of income is received from government grants.

Liquidity and Interest Rate Risk

Schools in the Trust have 12-month cash flow forecasts to enable them to make maximum use of their funds. The Trust has sufficient cash balances. The Trust has loans provided under the Salix energy efficiency scheme which are provided at 0% interest.

Fundraising

The academy trust does not use any external fundraisers. All internal fundraising undertaken during the year was monitored by the Trustees.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Streamlined energy and carbon reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2023 to 31 August 2024	Current reporting year 2023/24	Previous reporting year 2022/23
Energy consumption used to calculate emissions (kWh)	5,715,493	5,776,361
Energy consumption break down (kWh):		
• gas	3,246,601	3,495,016
• electricity	2,468,892	2,281,346
• transport fuel	118,574	N/A
Scope 1 emissions in metric tonnes CO2e		
Gas consumption	593.80	638.05
Owned transport – mini-buses	0.96	1.29
Total Scope 1	594.76	639.34
Scope 2 emissions in metric tonnes CO2e		
Purchased electricity***	511.18	472.41
Scope 3 emissions in metric tonnes CO2e		
Business travel in employee-owned vehicles	8.27	6.56
Total gross emissions in metric tonnes CO2e	1,105.95	1,118.31
Intensity ratio		
Tonnes CO2e per Pupil 2023-24 (7,363)	0.150	0.153

*****Purchased electricity:** The guidelines require that scope 2 electricity emissions are reported using a location-based average (that is the average emissions per kWh across the entire electric grid, the actual electricity that is supplied at meter point). A market-based Scope 2 figure may optionally be reported but only in addition to the location-based figure. Osborne Co-operative Academy Trust purchases electricity via zero carbon electric contracts. Using market-based electric figures the total gross emissions are 594.76 tonnes of CO2e, and the intensity ratio is 0.081 tonnes of CO2e per pupil.

SECR Scope 1 and 2

Osborne Co-operative Academy Trust (OCAT) is required to submit a SECR report which must state the annual gross quantity of emissions in tonnes of carbon dioxide, and kWh energy usage, for electricity, gas and transport.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

Scope 1 - direct emissions: Includes emissions from activities owned or controlled by the trust that release emissions directly into the atmosphere. Examples include emissions from burning gas for heating, and diesel for owned transport.

Scope 2 - indirect emission: Includes emissions from consumption of purchased electricity. These are a consequence of the trust's activities but are from sources not owned/controlled.

Scope 3 - other indirect emissions: Emissions that are as a consequence of the trust's actions, but the source is not owned or controlled, and which are not classed as scope 2 emissions. For example business travel in private staff cars.

Emissions intensity ratio

The report must state at least one metric which expresses the academy's annual emissions in relation to a quantifiable factor. Metric tonnes of CO₂e per pupil has been provided (0.15).

Methodology

Academy trusts are required to disclose the methodology used to calculate the required information for the SECR. There are several widely recognised independent standards available (as set out in the guidelines) and the standard used in this report is the GHG Reporting Protocol - Corporate Standard, where all conversion factors have been obtained.

Energy efficiency action / Measures taken to improve energy efficiency

The report must include a narrative description of the principal measures taken to improve energy efficiency in the relevant year. Osborne Co-operative Academy Trust is committed to improving energy efficiency, reducing energy usage and carbon emissions where practically possible. The following works have been carried out during the accounting year 1st September 2023 to 31st August 2024:

- Heat Decarbonisation plans - Salix funding was secured in 2023 to complete heat decarbonisation plans at Arthur Bugler Primary School, Bonnygate Primary School, Little Thurrock Primary School, St Clere's School and Thameside Primary School. The Trust is now reviewing options for funding streams that are available to support an upgrade to the heating systems at Bonnygate Primary School and Little Thurrock Primary School to make them more energy efficient.
- RAAC rebuilds - Arthur Bugler Primary School, St Clere's School and Thameside are all affected by RAAC and are part of the DfE Schools Rebuilding Programme. St Clere's is at the feasibility stage, and it is expected that works will commence in 2025; these works will include some new buildings which will be to the DfE net zero standard. It is hoped that the feasibility stage at Arthur Bugler Primary School will commence in 2025, but this has not yet been confirmed; this programme will be similar to St Clere's. The RAAC block at Thameside Primary School will be replaced through the DfE self-delivery scheme and will be to the DfE net zero standard - feasibility stage is imminent.
- Brentwood County High School priority school build project has completed with new insulation to both flat roofs and loft spaces, LED lighting upgrades, new boilers, new radiators with zonal control, 254 Solar panels & batteries, new double-glazed aluminium windows throughout, new heating control systems, LED screen panels instead of projectors, energy efficient IT infrastructure, water monitoring and leak detection & new BMS across buildings.
- Extended LED lighting project has replaced lighting across the Trust school estates that was not yet LED.
- The empty caretakers house at Stanford-le-Hope Primary School has been converted to Trust offices with increased insulation in the loft space, LED lighting & new boiler.
- A number of the schools have Eco-warriors or equivalent who have several duties including switching lights off if they notice that rooms are empty. Some schools have held assemblies to raise the importance of reducing energy use.

Osborne Co-operative Academy Trust

Trustees' Report (continued)

- Several schools in the Trust have shared energy usage with their school communities eg. governors and children in an effort to raise awareness, other schools in the Trust have indicated that they plan to do this.
- Some schools have turned the heating down by one degree.
- One school is recycling food waste which goes to generate power and there are plans to extend this scheme across other schools in the Trust.

Plans for future periods

The Academy Trust's plans for future periods are focused on the Trust's aspirations, shown below:

Embrace Values	Create Opportunities	Own Impact
<p><i>We are guided by our co-operative values in everything we do.</i></p>	<p><i>We create chances for all.</i></p>	<p><i>We are responsible for what we do and we are evaluated on our impact.</i></p>
<ul style="list-style-type: none"> • Our Trust listens to pupils, parents, and staff and uses their feedback to further improve our impact. • Our Trust values the diversity of the communities that we serve by enriching knowledge, fostering understanding and broadening experiences so that everyone belongs and thrives. 	<ul style="list-style-type: none"> • Our pupils exceed national expectations through clearly articulated, ambitious, shared and adapted curriculum which is underpinned by our co-operative values. • Our Trust retains and attracts high-quality staff through training opportunities, a shared understanding and commitment to quality teaching, along with clear career pathways. • Our Trust's commitment to mental wellbeing supports and engages every member of our community as partners in education. 	<ul style="list-style-type: none"> • Our Governance and Leadership drive improvements and hold all parts of our organisation accountable to the highest standards, ensuring secured outcomes, environmental sustainability and financial viability. • Our growth strategy is clear and well-articulated, demonstrating our aspirations for growth and a detailed plan to achieve them.

Funds held as custodian trustee on behalf of others

The Trust does not act as a custodian trustee and does not hold funds on behalf of others.

Osborne Co-operative Academy Trust

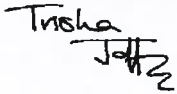
Trustees' Report (continued)

Auditor

Insofar as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- the 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 auditor is aware of that information.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 17th December and signed on the board's behalf by:



Trisha Jaffe
Trustee

17th December 2024

Osborne Co-operative Academy Trust

Governance statement

Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that Osborne Co-operative 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 Chief Executive Officer, 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 Osborne Co-operative 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 **12** times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
T Jaffe (chairperson)	12	12
S Childs	11	12
I Duerden	10	12
M Fall	12	12
P Griffiths	8	12
K Goodacre	8	10
D Gough	9	12
E Stonehouse	9	12
A Walker	12	12

Osborne Co-operative Academy Trust Board of Trustees continues to keep the mix of the skills of Trustees and Board effectiveness under review with annual audits. New trustees and Local Governing Body members are being recruited to fill any identified skill gaps. Strong academy governance is the foundation of school improvement and the maintenance of consistently high standards of governance is an ever-present challenge. The model of governance is explained on the Trust website. The Trustees continue to seek to extend their range of expertise.

Meetings of the Trust Board and Local Governing Bodies are held both in person and on-line. They are supported by qualified governance professionals and Local Governing Bodies use standardised agendas to ensure all monitoring and scrutiny is carried out consistently and in a timely fashion. Trust officers continue to attend and support the development of Local Governing Bodies.

The Trust monitors the effectiveness of school governance through a variety of controls. These include online review of governance documentation for quality assurance and termly meetings with Chairs of Governors. The Trust engages with local governors through a programme of training, delivered by officers and external bodies.

The Trust maintains a register of interests of Trustees, Local Governing Body Members and officers and all are asked to declare any new interests or interests in agenda items at the start of each meeting. The Trust's governance professional is also able to identify potential conflicts of declared interest arising from the agenda. The Trust's financial regulations specify the process for tendering. The process of evaluation of tenders requires at least two people and all those involved should disclose all interests, business and otherwise, that might impact

Osborne Co-operative Academy Trust

Governance statement (Continued)

upon their objectivity. If there is a potential conflict of interest, then that person must withdraw from the tendering process.

The Audit and Risk Committee is a sub-committee of the main Board of Trustees. Its purpose is to review the management accounts, the financial accounts, statements, and accounting policies, receive and review the internal and external auditors' reports and assist the Trust Board in fulfilling its oversight responsibilities with regard to the risk management of Osborne Co-operative Academy Trust. This committee met three times during the period 1 September 2023 to 31 August 2024.

Trustee	Meetings attended	Out of a possible
I Duerden	3	3
A Walker	3	3
P Locker (seconded LGB member)	2	3

The full Trust Board met twelve times during the period 1 September 2023 to 31 August 2024. Attendance at meetings in the year was as stated above. Reports and data presented to the board are clear and appropriate and enable Trustees to make informed decisions.

Review of value for money

As accounting officer, the Chief Executive has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

The accounting officer considers how the academy trust'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 or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Business planning
- Financial governance by ensuring there is scrutiny of planned and actual expenditure
- Financial management including group purchasing and bulk order discounts
- Capital management including a systematic programme of works for the Trust's estate
- Organisational structures

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 trust 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 Osborne Co-operative Academy Trust for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

Osborne Co-operative Academy Trust

Governance statement (Continued)

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the academy trust is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

The academy trust'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 buy-in an internal scrutiny service from Juniper Education.

This option has been chosen because...

This option has been chosen because it separates the internal scrutiny and external audit processes, and follows a pattern established by Osborne Co-operative Academy Trust on its inception.

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

- Financial Control (process)
- Site Security
- SEND Provision

On an annual basis, the internal auditor reports to the board of trustees on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. On an annual basis the auditor prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress. Juniper Education delivered their summary report to the Audit and Risk Committee on 1st October 2024 and no material control issues or high priority actions were identified.

Osborne Co-operative Academy Trust

Governance statement (Continued)

Review of effectiveness

As accounting officer, the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

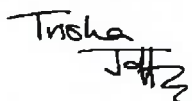
- the work of the internal auditor
- the financial management and governance self-assessment process
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework
- the work of the external auditor

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

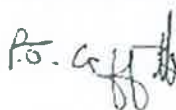
Conclusion

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

Approved by order of the members of the board of trustees on 17th December 2024 and signed on its behalf by:



Trisha Jaffe
Trustee



Paul Griffiths
Accounting Officer

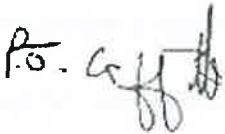
Osborne Co-operative Academy Trust

Statement of regularity, propriety and compliance

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

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academy Trust Handbook 2023.

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



Paul Griffiths
Accounting Officer

17 December 2024

Osborne Co-operative Academy Trust

Statement of trustees' responsibilities

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:

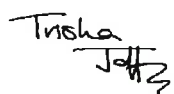
- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards 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 on 17th December 2024 and signed on its behalf by:



Trisha Jaffe

Trustee
17 December 2024

Osborne Co-operative Academy Trust

Independent auditor's report on the financial statements to the members of Osborne Co-operative Academy Trust

Opinion

We have audited the financial statements of Osborne Co-operative Academy Trust (the 'academy trust') for the year ended 31st August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy trust's affairs as at 31st 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Osborne Co-operative Academy Trust

Independent auditor's report on the financial statements to the members of Osborne Co-operative Academy Trust (Continued)

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 24, the trustees (who are also the directors of the academy trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Osborne Co-operative Academy Trust

Independent auditor's report on the financial statements to the members of Osborne Co-operative Academy Trust (Continued)

- Obtaining an understanding of the legal and regulatory frameworks applicable to the entity including, but not limited to, the Companies Act 2006, The Financial Reporting Standard 102, the Academy Accounts Direction 2023 to 2024 and UK Tax Legislation and considering the culture and control environment of the organisation.
- Enquiry of management, those charged with governance and the Academy Trusts Solicitors around actual and potential litigation and claims.
- Review of legal costs to ascertain the nature of the costs and possible related non-compliance.
- Review of minutes of Trustees meetings in the period.
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



Dean Matthew Flood FCCA (Senior Statutory Auditor)
For and on behalf of Rowland Hall
Chartered Certified Accountants,
Statutory Auditor

44/54 Orsett Road,
Grays,
Essex
RM17 5ED

Date18th December 2024

Osborne Co-operative Academy Trust

Independent reporting accountant's assurance report on regularity to Osborne Co-operative Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 28th October 2024 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 Osborne Co-operative Academy Trust during the period 1st September 2023 to 31st 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 Osborne Co-operative Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Osborne Co-operative 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 Osborne Co-operative Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Osborne Co-operative Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Osborne Co-operative Academy Trust's funding agreement with the Secretary of State for Education dated 1st April 2012 and the Academies Financial 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 period 1st September 2023 to 31st 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.

Approach

We conducted our engagement in accordance with the Academies Accounts Direction 2023 to 2024 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw our conclusions includes:

- Discussions with the accounting officer
- Reviewing minutes and the general control environment.
- Specific tests were undertaken to obtain assurance on income
- Sample testing on expenditure to ensure regularity and propriety of activities and a review of delegated authorities.

Osborne Co-operative Academy Trust

Independent reporting accountant's assurance report on regularity to Osborne Co-operative Academy Trust and the Education and Skills Funding Agency (Continued)

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1st September 2022 to 31st August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Dean Matthew Flood
Reporting Accountant
Rowland Hall Chartered Certified Accountants
44/54 Orsett Road
Grays
Essex
RM17 5ED

.....18.12.2024.....December 2024

Osborne Co-operative Academy Trust

Statement of Financial Activities for the year ended 31 August 2024 (including Income and Expenditure Account)

					<u>2023/24</u>	<u>2022/23</u>
		<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>		
		<u>Funds</u>	<u>General</u>	<u>Fixed Asset</u>	<u>Total</u>	<u>Total</u>
	Note	£000	£000	£000	£000	£000
Income and endowments from:						
Donations and capital grants	2	84	11,201	1,187	12,472	1,484
Other trading activities	4	816	804		1,620	1,211
Investments	5	5	-	-	5	4
Charitable activities:						
Funding for the academy trust's educational operations	3	1,030	56,594	307	57,931	44,013
Total		1,935	68,599	1,494	72,028	46,712
Expenditure on;						
Raising funds	6	289	-	-	289	235
Charitable activities:						
Grants					-	-
Academy trust educational operations	7	-	69,351	3,447	72,798	49,007
Total		289	69,351	3,447	73,087	49,242
Net income / (expenditure)		1,646	(752)	(1,953)	(1,059)	(2,530)
Transfers between funds	18	(1,570)	1,237	333	-	-
Net income/(expenditure)		76	485	(1,620)	(1,059)	(2,530)
Other recognised gains/(losses):						
Actuarial (losses) gains on defined benefit pension schemes	18,27	-	(2,087)	-	(2,087)	6,597
Net movement in funds		76	(1,602)	(1,620)	(3,146)	4,067
Reconciliation of funds						
Total funds brought forward		4,244	1,825	132,135	138,204	134,137
Total funds carried forward		4,320	223	130,515	135,058	138,204

All of the academy's activities derive from continuing operations during the above two financial periods.

Osborne Co-operative Academy Trust

Statement of Financial Activities for the year ended 31 August 2024 (including Income and Expenditure Account) (Continued)

Comparative year information		<u>Unrestricted</u>	<u>Restricted General</u>	<u>Restricted Fixed Asset</u>	<u>2022/23</u>	
Year ended 31 August 2023		<u>Funds</u>	<u>Funds</u>	<u>Funds</u>	<u>Total</u>	
Note		£000	£000	£000	£000	
Income and endowments from:						
	Donations and capital grants	2	56	-	1,428	1,484
	Other trading activities	4	706	505	-	1,211
	Investments	5	4	-	-	4
Charitable activities:						
	Funding for the academy trust's educational operations	3	844	42,824	345	44,013
Total			1,610	43,329	1,773	46,712
Expenditure on;						
	Raising funds	6	235	-	-	235
Charitable activities:						
	Academy trust educational operations	7	-	45,626	3,381	49,007
Total			235	45,626	3,381	49,242
Net income / (expenditure)			1,375	(2,297)	(1,608)	(2,530)
Transfers between funds		18	(2,195)	1,590	605	-
Net income/(expenditure)			(820)	(707)	(1,003)	(2,530)
Other recognised gains/(losses):						
	Actuarial (losses) gains on defined benefit pension schemes	18,27	-	6,597	-	6,597
Net movement in funds			(820)	5,890	(1,003)	4,067
Reconciliation of funds						
Total funds brought forward			5,064	(4,065)	133,138	134,137
Total funds carried forward			4,244	1,825	132,135	138,204

Osborne Co-operative Academy Trust
Balance Sheet as at 31 August 2024
Company Number 07703865

	Notes	2024 £000	2024 £000	2023 £000	2023 £000
Fixed assets					
Intangible assets	12	10		11	
Tangible assets	13	128,531		130,143	
			128,541		130,154
Current assets					
Stock	14	-		-	
Debtors	15	3,199		1,331	
Cash at bank and in hand		7,322		9,248	
		<u>10,521</u>		<u>10,579</u>	
Liabilities					
Creditors: Amounts falling due within one year	16	4,004		3,637	
Net current assets			<u>6,517</u>		<u>6,942</u>
Total assets less current liabilities			135,058		137,096
Creditors: Amounts falling due after more than one year	17		-		1
Net assets excluding pension asset/ liability			<u>135,058</u>		<u>137,095</u>
Defined benefit pension scheme asset/ (liability)	27		-		1,109
Total net assets			<u>135,058</u>		<u>138,204</u>
Funds of the academy trust:					
Restricted funds					
. Fixed asset fund	18	130,515		132,135	
. Restricted income fund	18	223		716	
. Pension reserve	18	-		1,109	
Total restricted funds			<u>130,738</u>		<u>133,960</u>
Unrestricted income funds	18		<u>4,320</u>		<u>4,244</u>
Total funds			<u>135,058</u>		<u>138,204</u>

The financial statements on pages 30 to 59 were approved by the trustees, and authorised for issue on 17th December 2024 and are signed on their behalf by:

Trisha Jaffe

Trisha Jaffe
Trustee

Osborne Co-operative Academy Trust

Statement of Cash Flows for the year ended 31 August 2024

	Notes	2024 £000	2023 £000
Cash flows from operating activities			
Net cash provided by (used in) operating activities	21	(1,588)	119
Cash flows from investing activities	23	(337)	(298)
Cash flows from financing activities	22	(1)	(8)
Change in cash and cash equivalents in the reporting period		<u>(1,926)</u>	<u>(187)</u>
Cash and cash equivalents at 1 September 2023		9,248	9,435
Cash and cash equivalents at 31 August 2024	24	<u>7,322</u>	<u>9,248</u>

Osborne Co-operative Academy Trust

Notes to the financial statements for the Year Ended 31 August 2024

1. ACCOUNTING POLICIES

Osborne Co-operative Academy Trust is a company limited by guarantee. The address of its registered office is given on page 3 and the nature of its operations are set out in the trustees' report.

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

Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Osborne Co-operative Academy Trust meets the definition of a public benefit entity under FRS 102.

Going Concern

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

Conversion to an Academy Trust

The conversion from a state-maintained school to an academy trust involved the transfer of identifiable assets and liabilities and the operation of the school for £nil consideration and has been accounted for under the acquisition accounting method.

Agency Arrangements

The academy trust acts as an agent in distributing 16-19 bursary funds from Education and Skills Funding Agency. Payments received from Education and Skills funding Agency and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control of 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 any balances held are disclosed in note 29.

Income

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

Grants

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

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

Capital grants are recognised in full when there is an 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.

The academy trust is benefiting from ESFA's Free School Building Programme. The funding for the programme is not recognised as a capital grant until there is unconditional entitlement from costs being incurred, and the development is occurring on a site where the academy trust controls through lease. The expenditure is capitalised in assets under construction until the project is complete

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable, and it can be measured reliably.

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 period it is receivable and to the extent the academy trust has provided the goods or services.

Donated goods, facilities and services

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

Transfer on conversion

Where assets and liabilities are received by the academy trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised as transfer on conversion within donations and capital grant income to the net assets received.

Transfer of existing academies into the trust

Where assets and liabilities are received on the transfer of an existing academy into the academy trust, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised for the transfer of an existing academy into the academy trust within donations and capital grant income to the net assets acquired.

Donated fixed assets (excluding Transfers on conversion/into trust)

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

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs 36 are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on Raising Funds

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

Charitable Activities

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

All resources expended are inclusive of any irrecoverable VAT, although the Trust has agreed a scheme with HMRC to recover most input tax.

Intangible Fixed Assets

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

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

- Purchased computer software - 3 Years

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 a number of items of less than £1,000 are procured together or separately but which are components of a larger asset. The £1,000 limit will be assessed against the aggregated value.

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

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

Freehold buildings	- 50 Years
Long lease buildings	- 50 Years
Site Improvement - Diocesan property	- 2 Years
Furniture and equipment	- 7 Years
Computer Equipment	- 3 Years

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

Liabilities

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

Provisions

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Leased Assets

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

Salix Loans

Following guidance from Educational and Skills Funding Agency regarding the treatment of financing under the Salix scheme. Money received to cover expenditure under these schemes will be treated as loans from financial year 2014/2015.

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 15. Prepayments are not financial instruments. Amounts due to the charity'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.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 16 and 17. 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 charity's wholly owned subsidiary are held at face value less any impairment.

Stock

Stock would consist of catering stocks which are valued at the lower of cost or net realisable value. Due to the year-end being after the summer holiday, stock is minimal and there is none to disclose within the financial statements.

Taxation

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

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

Pensions Benefits

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

The TPS is an unfunded scheme, and contributions are calculated to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded multiemployer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme

for accounting purposes and the contributions recognised in the period to which they relate.

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

Fund Accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

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

Reserves Policy

The Trust has adopted the following policies in order to ensure funds are available to cover renewals of large capital items and unexpected events.

"Specific Capital Reserves

As part of the annual budgeting process all schools' governing bodies should consider whether additional capital reserves need to be established. The school condition and its development plan should be the main inputs into the process.

Proposals for establishing reserves will need to be agreed with the CEO and presented to the Trust Board for approval.

General Reserves

General Reserves are to be maintained at a level so that they are at least 3% of the gross income of the schools. The level will be reviewed annually by the Board.

Unspent income and/or grants not specifically identified for the other purposes will be added to this reserve. Any in year deficits will be resourced from this fund as far as possible. If deficits result in the fund falling below the 3% threshold, resources will need to be set aside in the next year's budget to restore it. Exceptionally, where the size of the short fall is large, the local governing body may propose to the Trust Board that it is restored over more than one year."

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact on the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement

The LGPS pension scheme shows a net surplus position. FRS102 section 28.22 states that a surplus can be recognised as a defined benefit plan asset only to the extent that an entity is able to recover the surplus, either through reduced contributions in the future or through refunds from the plan. Due to the lack of detail on how to interpret this statement, the Employer has chosen to follow FRS102 section 10.6 and look to the requirements of IFRS, in particular IFRIC14 which sets out more details. However, no additional liability is considered in line with FRS102 section 28.15A.

For the purposes of accounting for the surplus, the Employer does not consider that it has a right to a refund due to its ongoing participation in the LGPS. The Employer also considers that its commitment to make contributions to the LGPS constitutes a minimum funding requirement, both for the period of the current Rates and Adjustments Certificate and beyond that. The actuary has calculated the economic value from a reduction in contributions as the present value of the service cost less the present value of primary contributions at the prevailing rate, over an indefinite period. This economic value is calculated to be zero, meaning that no net pension asset is recognised. This is a change in approach compared to the prior period, where the net pension asset was recognised in full. This change of approach is consistent with the revised position adopted by the wider sector following extensive discussion between Actuaries, Academies and Auditors since the 2023 accounts were prepared.

2. DONATIONS AND CAPITAL GRANTS

				2023/24	2022/23
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>		
	<u>Funds</u>	<u>Funds</u>	<u>Fixed</u>		
			<u>Asset</u>	<u>Total</u>	<u>Total</u>
	<u>£000</u>	<u>£000</u>	<u>Funds</u>	<u>£000</u>	<u>£000</u>
			<u>£000</u>		
Capital grants	-	-	1,137	1,137	1,421
Other donations	84	11,201	50	11,335	63
	<u>84</u>	<u>11,201</u>	<u>1,187</u>	<u>12,472</u>	<u>1,484</u>
2022/23 total	<u>56</u>	<u>-</u>	<u>1,428</u>	<u>1,484</u>	

3. FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted Funds	Restricted Funds	Restricted Fixed Asset Funds	2023/24 Total	2022/23 Total
	£000	£000	£000	£000	£000
DfE/ESFA Grants					
General Annual Grant (GAG)	-	37,907	-	37,907	33,786
<u>Other Dfe/ESFA grants</u>					
Start Up grants	-	121	-	121	509
Pupil number adjustment	-	154	-	154	11
Rates reclaim	-	33	-	33	31
Pupil Premium	-	2,295	-	2,295	2,105
UIFSM	-	562	-	562	552
PE Sports grant	-	180	-	180	180
Teacher's Pay & Pensions grant	-	1,146	-	1,146	94
RAAC Grant	-	7,852	307	8,159	-
Mainstream Schools Additional Grant (MSAG)	-	1,194	-	1,194	596
School Led Tutoring grant	-	-	-	-	17
Supplementary grant	-	-	-	-	881
National Tutoring Programme	-	66	-	66	64
ECT & Mentor Time Off timetable Grant	-	-	-	-	73
Others	-	152	-	152	85
Other DfE Group Grants	-	-	-	-	-
	<u>-</u>	<u>51,662</u>	<u>307</u>	<u>51,969</u>	<u>38,984</u>
Other Government Grants					
Local authority grants	-	4,838	-	4,838	4,016
Special educational projects	-	-	-	-	-
	<u>-</u>	<u>4,838</u>	<u>-</u>	<u>4,838</u>	<u>4,016</u>
Other income from the academy trust's educational operations	1,030	94	-	1,124	1,013
	<u>1,030</u>	<u>4,932</u>	<u>-</u>	<u>5,962</u>	<u>5,029</u>
	<u>1,030</u>	<u>56,594</u>	<u>307</u>	<u>57,931</u>	<u>44,013</u>
2022/23 total	<u>844</u>	<u>42,824</u>	<u>345</u>	<u>44,013</u>	

4. OTHER TRADING ACTIVITIES

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2023/24</u>	<u>2022/23</u>
	<u>Funds</u>	<u>Funds</u>	<u>Total</u>	<u>Total</u>
	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>
Educational visits	-	705	705	505
Hire of facilities	210	-	210	221
Academy sales	5	-	5	4
Catering income	17	-	17	18
Sundry income	584	99	683	463
	<u>816</u>	<u>804</u>	<u>1,620</u>	<u>1,211</u>
2022/23 total	<u>706</u>	<u>505</u>	<u>1,211</u>	

5. INVESTMENT INCOME

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2023/24</u>	<u>2022/23</u>
	<u>Funds</u>	<u>Funds</u>	<u>Total</u>	<u>Total</u>
	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>
Short term deposits	5	-	5	4
	<u>5</u>	<u>-</u>	<u>5</u>	<u>4</u>
2022/23 total	<u>4</u>	<u>-</u>	<u>4</u>	

6. EXPENDITURE

	<u>Non Pay Expenditure</u>			<u>Total</u>	<u>Total</u>
	<u>Staff Costs</u>	<u>Premises</u>	<u>Other</u>	<u>2023/24</u>	<u>2022/23</u>
	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>	<u>£000</u>
Expenditure on raising funds:					
. Direct costs	-	-	-	-	-
. Allocated support costs	273	-	16	289	235
Academy's educational operations:					
. Direct costs	34,625	481	2,592	37,698	33,794
. Allocated support costs	6,175	25,573	3,352	35,100	15,213
	<u>41,073</u>	<u>26,054</u>	<u>5,960</u>	<u>73,087</u>	<u>49,242</u>
2022/23 total	<u>36,936</u>	<u>6,586</u>	<u>5,720</u>	<u>49,242</u>	

Net income/(expenditure) for the period includes:	<u>2023/24</u>	<u>2022/23</u>
	<u>£000</u>	<u>£000</u>
Operating leases rentals	178	163
Depreciation	3,433	3369
Amortisation of intangible fixed assets (includes within Charitable Activities - Academy trust educational operations)	14	12
Fees payable to auditor for:		
• audit	22	21
• other services	10	12

7. CHARITABLE ACTIVITIES

		<u>Total</u> <u>2023/24</u> £000	<u>Total</u> <u>2022/23</u> £000
Direct costs - educational operations		37,698	33,794
Support costs - educational operations		35,100	15,213
		<u>72,798</u>	<u>49,242</u>
Analysis of support costs		<u>2023/24</u>	<u>2022/23</u>
	Boarding		
		Educational	
		operations	
	£000	£000	£000
		£000	£000
Support staff costs	-	6,032	5,823
Depreciation	-	2,956	3,369
Amortisation	-	10	12
Technology costs	-	547	455
Premises costs	-	22,608	3,204
Other support costs	-	2,804	2,236
Governance costs	-	143	114
Total support costs	<u>-</u>	<u>35,100</u>	<u>15,213</u>
2022/23 total	<u>-</u>	<u>15,213</u>	<u>15,213</u>

The Trust incurred significant expenditure during the period on premises costs. This included £8.2m of costs relating to remedial work and the provision of temporary accommodation to deal with the RAAC issue as referenced in the Trustees report on page 9. Premises costs also included £11.2m of expenditure for an extensive renovation of Brentwood County High School during the period.

8. STAFF

a. Staff Costs and employee benefits

Staff costs during the period were:

	<u>2023/24</u> £000	<u>2022/23</u> £000
Wages and salaries	30,802	27,359
Social security costs	2,930	2,555
Operating costs of defined benefit pension schemes	6,583	6,380
Apprentice Levy	139	122
	<u>40,454</u>	<u>36,416</u>
Agency staff costs	613	490
Staff restructuring costs	6	30
	<u>41,073</u>	<u>36,936</u>
Staff restructuring costs comprise:		
Severance Payments	6	30

b. Severance payments

The academy trust paid 2 severance payments in the year, disclosed in the following bands:

0 - £25,000	2
£25,001 - £50,000	0
£50,001 - £100,000	0
£100,001 - £150,000	0
£150,000+	0

Included in staff restructuring costs are special severance payments totalling £5,604 (2023: £30,000). Individually, the payments were: £500 and £5,104

c. Staff numbers

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

	2023/24	2022/23
	No.	No.
Teachers	379	363
Administration and support	704	689
Management	43	40
	<u>1,126</u>	<u>1,113</u>

d. Higher paid staff

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

	2023/24	2022/23
	No.	No.
£60,001 - £70,000	32	17
£70,001 - £80,000	11	9
£80,001 - £90,000	7	4
£90,001 - £100,000	2	4
£100,001 - £110,000	2	-
£110,001 - £120,000	1	2
£120,001 - £130,000	1	-
£130,001 - £140,000	1	-
£140,001 - £150,000	-	-
£150,001 - £160,000	-	-
£160,001 - £170,000	-	1
£170,001 - £180,000	1	-

e. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £639,721 (2023: £570,954)

9. CENTRAL SERVICES

At the beginning of the year a Central Department was established to undertake Trust level functions and provide a number of services to the schools within the Trust including:

- Strategy and planning support
- Education improvement and support services
- Management and Governance
- Human Resources
- Financial and accounting services
- Health and Safety
- Legal services
- Estate Management
- Others as arising

The Trust is reimbursed for these services. The charge made is based on 6% of the estimated grant income in each school as at the beginning of the year.

The actual amounts charged during the year were as follows:

	2023/24	2022/23
	£000	£000
St Cleres School	673	607
East Tilbury Primary School	241	220
Thameside Primary School	299	282
Stanford Primary School	155	148
Arthur Bugler Primary School	130	124
Brentwood County High School	412	332
Horndon on the Hill CofE Primary School	69	64
Doddinghurst CofE Junior School	66	63
Little Thurrock Primary School	192	188
Thames Park Secondary School	242	156
Warren Primary School	163	156
Bonnygate Primary School	144	133
	<hr/> 2,786	<hr/> 2,473

10. RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES

The Trust Board was reconstituted on 17th July 2017 at which point all staff trustees resigned. One employee remains as a trustee appointed by the members.

One trustee has been paid remuneration or has received other benefits from employment with the academy trust. The Chief Executive Officer and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of Chief Executive Officer and staff members under their contracts of employment.

The value of trustees' remuneration and other benefits was as follows:

P Griffiths (Chief Executive Officer):

Remuneration £175,000 - £180,000 (2022: £165,000 - £170,000)

Employer's pension contributions £nil (2022: £nil)

During the year ended 31 August 2024, travel and subsistence expenses totalling £nil (2023: £56) were reimbursed or paid to one trustee (2023: 1 trustee).

Other related party transactions involving the trustees are set out in note 28.

11. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £1,000,000 on any one claim and the cost for the period ended 31 August 2024 for the whole Trust was £218.97 (2023: £510.46).

The cost of this insurance is included in the total insurance cost.

12. INTANGIBLE FIXED ASSETS

	Software £000	Total £000
Cost		
At 1 September 2023	158	158
Additions	13	13
At 31 August 2024	171	171
Amortisation		
At 1 September 2023	147	147
Charged in year	14	14
At 31 August 2024	161	161
Carrying Amount		
At 31 August 2023	11	11
At 31 August 2024	10	10

13. TANGIBLE FIXED ASSETS

	<u>Freehold Land and Buildings</u> £000	<u>Leasehold Land and Buildings</u> £000	<u>Leasehold Improvements</u> £000	<u>Site Improvements</u> £000	<u>Furniture and Equipment</u> £000	<u>Computer Equipment</u> £000	<u>Total</u> £000
Cost							
At 1 September 2023	78,229	60,069	3,805	597	1,136	2,783	146,619
Additions	122	-	708	136	286	570	1,822
Disposals	-	-	-	-	-	-	-
At 31 August 2024	78,351	60,069	4,513	733	1,422	3,353	148,441
Depreciation							
At 1 September 2023	8,001	5,006	331	575	486	2,077	16,476
Charged in year	1,394	1,068	90	92	185	605	3,434
Disposals	-	-	-	-	-	-	-
At 31 August 2024	9,395	6,074	421	667	671	2,682	19,910
Impairment							
At 1 September 2023	-	-	-	-	-	-	-
Charged in year	-	-	-	-	-	-	-
At 31 August 2024	-	-	-	-	-	-	-
Net book values							
At 31 August 2023	70,228	55,063	3,474	22	650	706	130,143
At 31 August 2024	68,956	53,995	4,092	66	751	671	128,531

14. STOCK

The Trust does not operate a stock system for supplies. All purchases of non-capitalised equipment and consumables are charged directly to the school budgets.

15. DEBTORS

	<u>2024</u> £000	<u>2023</u> £000
Trade debtors	54	64
VAT recoverable	1,034	163
Other debtors	42	43
Prepayments and accrued income	2,069	1,061
	3,199	1,331

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	<u>2024</u>	<u>2023</u>
	£000	£000
Trade creditors	1,263	497
Other taxation and social security	672	641
ESFA creditor: abatement of GAG	-	-
Loans	2	2
Other creditors	1,009	843
Accruals and deferred income	1,058	1,654
	<u>4,004</u>	<u>3,637</u>

Deferred income	<u>2024</u>	<u>2023</u>
	£000	£000
Deferred Income at 1 September 2023	616	475
Released from previous years	(616)	(475)
Resources deferred in the year	516	616
Deferred Income at 31 August 2024	<u>516</u>	<u>616</u>

At the balance sheet date the academy trust was holding funds: £327,944 Universal Infant Free School Meal Income received in advance for financial year 2024/25; £154,726 Trip/Event income received for trips and events taking place in 2024/25; £4,397 Music Tuition Income received in advance for Autumn Term 24; £2,142 Nursery Fees received in advance for Autumn Term 24; £2,882 Breakfast Club Fees received in advance for Autumn Term 24; £3,318 Jack Petchey Grant b/fwd to 24/25; £9,316 Donations & Fundraising b/fwd. to 24/25; £990 Vulnerable Group Funding b/fwd. to 24/25; £9,448 Homes for Ukraine Grant b/fwd. to 24/25, £571 Various small grants b/fwd. to 24/25.

17. CREDITORS: AMOUNTS FALLING DUE IN GREATER THAN ONE YEAR

	<u>2024</u>	<u>2023</u>
	£000	£000
Loans	-	1
Other Creditors	-	-
	<u>-</u>	<u>1</u>

Loans of £101,256 and £12,500 from Salix which are provided on the following terms: first loan was offered at 0% and repayments of £6,329 are recovered twice a year by a reduction in monthly GAG payments issued by the ESFA in the months of March and September until September 2022. Second loan was also offered at 0% and repayments of £765.63 will be recovered twice a year by a reduction in monthly GAG payments issued by the ESFA in the months of March and September until September 2024.

18. FUNDS

	Balance at			Gains,	Balance at
	01-Sep			Losses and	31-Aug
	2023	Income	Expenditure	Transfers	2024
	£000	£000	£000	£000	£000
Restricted general funds					
General Annual Grant (GAG)	-	37,907	(37,907)	-	-
Start Up Grant	-	121	(121)	-	-
Other DfE Grants	-	13,634	(13,634)	-	-
Other Grants	1,159	5,736	(7,466)	1,237	666
Transfer on conversion/existing academies	(443)	-	-	-	(443)
Donations DfE	-	11,201	(11,201)	-	-
Pension reserve	1,109	-	978	(2,087)	-
	1,825	68,599	(69,351)	(850)	223
Restricted fixed asset funds					
Transfer on conversion/existing academies	50,957	-	(1,260)	-	49,697
Transfer from LA of new buildings	10,604	-	(232)	-	10,372
Free School DfE	28,170	-	(540)	-	27,630
Donation DfE	16,852	-	(346)	-	16,506
DfE/ESFA capital grants	24,959	1,422	(879)	470	25,972
Start Up Grant	399	-	(167)	-	232
Other DfE Grants	77	-	-	(77)	-
LA Capital Grants	29	22	(12)	-	39
Capital expenditure from GAG	60	-	-	(60)	-
Gain on Disposal of Assets	5	-	-	-	5
Donations	23	50	(11)	-	62
	132,135	1,494	(3,447)	333	130,515
Total restricted funds	133,960	70,093	(72,798)	(517)	130,738
Total unrestricted funds	4,244	1,935	(289)	(1,570)	4,320
Total funds	138,204	72,028	(73,087)	(2,087)	135,058

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

General Annual Grant (GAG) income must be used for educational purposes by the Academy Trust including salary costs, overheads, premises costs and curriculum costs. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit of GAG that it could carry forward at 31 August 2024.

Capital Grants (i.e. devolved formula capital and Academy's capital maintenance fund grants) are used for maintaining the schools within the Academy Trust.

Unrestricted funds for the year include income from lettings, catering, trips, rental of buildings, local authority surplus on transfer.

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

	Balance at 01-Sep 2022	Income	Expenditure	Gains , Losse s and Trans fers	Balance at 31-Aug 2023
	£000	£000	£000	£000	£000
Restricted general funds					
General Annual Grant (GAG)	-	33,786	(33,786)	-	-
Start Up Grant	-	164	(164)	-	-
Other DfE Grants	-	4,689	(4,689)	-	-
Other Grants	1,512	4,690	(6,633)	1,590	1,159
Transfer on conversion/existing academies	(443)	-	-	-	(443)
Pension reserve	(5,134)	-	(354)	6,597	1,109
	(4,065)	43,329	(45,626)	8,187	1,825
Restricted fixed asset funds					
Transfer on conversion/existing academies	74,565	-	-	-	74,565
Transfer from LA of new buildings	11,590	-	-	-	11,590
Free School DfE	-	29,250	(540)	-	28,710
Donation DfE	-	5,060	(101)	-	4,959
Asset Under Construction - DfE	-	12,239	-	-	12,239
DfE/ESFA capital grants	529	1,008	(2,333)	1,195	399
Start Up Grant	97	157	-	-	254
Other DfE Grants	77	-	-	-	77
LA capital grants	222	-	-	-	222
Capital expenditure from GAG	60	-	-	-	60
Investment in Trading Subsidiary	-	-	-	-	-
Gain on Disposal of Assets	5	-	-	-	5
Donations	50	8	-	-	58
	87,195	47,722	(2,974)	1,195	133,138
Total restricted funds	59,347	87,685	(45,759)	27,800	129,073
Total unrestricted funds	4,724	1,543	(221)	(982)	5,064
Total funds	64,071	89,228	(45,980)	26,818	134,137

18. Funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2023 were allocated as follows:

	Total 2023/24 £000	Total 2022/23 £000
St Clere's School	1,381	1,003
East Tilbury Primary School	286	420
Thameside Primary School	405	529
Stanford Primary School	310	339
Arthur Bugler Primary School	(28)	173
Brentwood County High School	70	28
Horndon on the Hill CofE Primary School	(22)	(21)
Doddinghurst CofE Junior School	(63)	5
Little Thurrock Primary School	448	407
Thames Park Secondary School	303	204
Warren Primary School	9	(35)
Bonnygate Primary School	265	380
Central Service	<u>1,179</u>	<u>1,525</u>
Total before fixed assets and pension reserve	<u>4,543</u>	<u>4,957</u>
Restricted fixed asset fund	130,515	132,136
Pension reserve	-	1,109
Total	<u>135,058</u>	<u>138,202</u>

Arthur Bugler Primary School

Arthur Bugler Primary School has experienced high levels of parental leave and higher staffing levels this financial year to support an increased number of pupils with high complex needs. The national support staff backdated pay award, plus additional consequential expenditure as a result of RAAC has caused an additional financial strain on the school's resources. Trust financial intervention in 2023/24 has stabilised the reserve position, in addition to the implementation of a recovery plan to ensure future financial stability.

Horndon on the Hill CofE Primary School

Horndon on the Hill CofE Primary School has experienced high levels of sickness absence this financial year which has increased the use of supply staff. The Local Authority implemented in March 2023 a change to the support staff pay scales, backdated to April 2022. This backdated pay award has caused an additional financial strain on the school's resources. Trust financial intervention in 2023/24 has stabilised the reserve position, in addition to the implementation of a recovery plan to ensure future financial stability.

Doddinghurst CofE Junior School

Doddinghurst CofE Junior School has experienced high levels of parental leave this financial year which has increased the use of supply staff, in addition to the increased expenditure costs. The national support staff backdated pay award has caused an additional financial strain on the school's resources. Trust financial intervention in 2023/24 has stabilised the reserve position, in addition to the implementation of a recovery plan to ensure future financial stability.

The academy trust is taking the following action to return the academy to surplus:

The academy trust continues to implement the recovery plan with ongoing reviews of staffing and expenditure.

Total cost analysis by academy

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

	Teaching and Educational Support Staff Costs	Other Support Staff Costs	Educational Supplies	Other Costs Excluding Depreciation	Total 2023/24	Total 2022/23
				£000	£000	£000
St Clere's School	7,324	1,098	759	4,095	13,276	11,132
East Tilbury Primary School	3,109	320	123	1,020	4,572	4,044
Thameside Primary School	3,766	416	117	1,176	5,475	4,976
Stanford Primary School	2,008	322	122	492	2,944	2,733
Arthur Bugler Primary School	1,753	205	100	608	2,666	2,302
Brentwood County High School	4,531	949	606	12,765	18,851	6,246
Horndon on the Hill CofE Primary School	820	244	69	300	1,433	1,352
Doddinghurst CofE Junior School	952	125	77	231	1,385	1,269
Little Thurrock Primary School	2,351	259	147	646	3,403	3,265
Thames Park Secondary School	3,089	299	198	839	4,425	2,782
Warren Primary School	2,012	483	115	520	3,130	3,131
Bonnygate Primary School	1,793	220	91	513	2,617	2,342
Central Service	1,117	1,508	138	2,700	5,463	287
Academy Trust	34,625	6,448	2,662	25,905	69,640	45,861
2022/23 total	30,782	6,154	2,530	6,395	45,861	

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2024 are represented by:

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£000	£000	£000	£000
Intangible fixed assets	-	-	10	10
Tangible fixed assets	-	-	128,531	128,531
Current assets	4,344	4,134	2,043	10,521
Current liabilities	(18)	(3,910)	(76)	(4,004)
Total net assets	4,326	224	130,508	135,058

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Intangible fixed assets	-	-	11	11
Tangible fixed assets	-		130,143	130,143
Current assets	4,294	3,657	2,629	10,580
Current liabilities	(50)	(2,940)	(648)	(3,638)
Non-current liabilities	-	(1)		(1)
Pension scheme liability	-	1,109	-	1,109
Total net assets	4,244	1,825	132,135	138,204

20. LONG-TERM COMMITMENTS, INCLUDING OPERATING LEASES

a) Operating Leases

At 31 August 2024 the total of the Academy Trust's future minimum lease payments under no-cancellable operating lease was:

	2024 £000	2023 £000
Amounts due within one year	136	150
Amounts due between one and five years	237	278
Expiring in over five years	-	5
	373	433

No operating leases were in place for land or buildings

21. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	<u>2023/24</u> £000	<u>2022/23</u> £000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(1,059)	(2,530)
Adjusted for:		
Amortisation (note 12)	14	12
Depreciation (note 13)	3,434	3,369
Capital grants from DfE and other capital income	(1,494)	(1,773)
Interest receivable (note 5)	(5)	(4)
Defined benefit pension scheme cost less contributions payable (note 27)	(846)	191
Defined benefit pension scheme finance cost (note 27)	(132)	163
(Increase)/decrease in debtors	(1,868)	609
Increase/(decrease) in creditors	368	82
Net Cash provided by / (used in) Operating Activities	(1,588)	119

22. CASH FLOWS FROM FINANCING ACTIVITIES

	<u>2023/24</u>	<u>2022/23</u>
	£000	£000
Repayments of borrowing	(1)	(8)
Cash inflows from new borrowing	-	-
Net cash provided by / (used in) financing activities	<u>(1)</u>	<u>(8)</u>

23. CASH FLOWS FROM INVESTING ACTIVITIES

	<u>2023/24</u>	<u>2022/23</u>
	£000	£000
Dividends, interest and rents from investments	4	1
Purchase of intangible fixed assets	(13)	(32)
Purchase of tangible fixed assets	(1,822)	(2,497)
Capital grants from DfE/EFA	1,444	1,165
Capital funding received from sponsors and others	50	8
Net cash provided by / (used in) investing activities	<u>(337)</u>	<u>(1,355)</u>

24. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024	2023
	£000	£000
Cash in hand and at bank	7,322	9,248
Notice Deposits (less than 3 months)	-	-
Total cash and cash equivalents	<u>7,322</u>	<u>9,248</u>

25. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2022 £000	Cash flows £000	At 31 August 2023 £000
Cash	9,248	(1,926)	7,322
Cash equivalents	-	-	-
Overdraft facility repayable on demand	-	-	-
Loans falling due within one year	2	-	2
Loans falling due after more than one year	1	(1)	-
Finance lease obligations	-	-	-
Total	<u>11</u>	<u>(1)</u>	<u>2</u>

26. 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.

27. PENSION AND SIMILAR OBLIGATIONS

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

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

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the period amounted to £4,564,000 (2023: £3,672,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £3,552,000 (2023: £3,139,000), of which employer's contributions totalled £2,865,000 (2023: £2,517,000) and employees' contributions totalled £687,000 (2023: £622,000). The agreed contribution rates for future years are 12.2% for employers and 5.5% to 12% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an academy trust 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	<u>At 31 August 2024</u>	<u>At 31 August 2023</u>
Rate of increase in salaries	3.80%	3.85%
Rate of increase for pensions in payment / inflation	2.80%	2.85%
Discount rate for scheme liabilities	5.10%	5.30%
Inflation assumption (CPI)	2.80%	2.85%
Commutation of pensions to lump sums	50%	50%

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

	<u>At 31 August 2024</u>	<u>At 31 August 2023</u>
<i>Retiring today</i>		
Males	20.7	20.7
Females	23.3	23.2
<i>Retiring in 20 years</i>		
Males	22.0	22.0
Females	24.7	24.6

Sensitivity analysis	<u>At 31 August 2024</u>	<u>At 31 August 2023</u>
	£	£
Discount rate +0.1%	(680,000)	(586,000)
Discount rate -0.1%	698,000	603,000
Mortality assumption – 1 year increase	953,000	824,000
Mortality assumption – 1 year decrease	(925,000)	(875,000)
CPI rate +0.1%	686,000	589,000
CPI rate -0.1%	(666,000)	(572,000)

The academy trust's share of the assets and liabilities in the scheme and the expected rates of return were:

	<u>Fair value at</u> <u>31 August</u> <u>2024</u> £	<u>Fair value at</u> <u>31 August</u> <u>2023</u> £
Equities	20,857,000	17,867,000
Gilts	641,000	392,000
Other Bonds	-	-
Property	2,609,000	2,406,000
Cash	635,000	898,000
Alternative Assets	5,542,000	4,864,000
Other Managed Funds	6,840,000	4,286,000
Total market value of assets	<u>37,124,000</u>	<u>30,722,000</u>
Present value of scheme liabilities - Funded	(33,838,000)	(29,613,000)
Impact of Asset Ceiling	(3,286,000)	-
Asset in the scheme	<u>-</u>	<u>1,109,000</u>

The actual return on scheme assets was £3,696,000. (2023 - £1,288,000)

Amounts recognised in the statement of financial activities

	<u>2024</u> £	<u>2023</u> £
Current service cost (net of employee contributions)	1,998,000	2,692,000
Past Service cost	-	-
Net interest cost	(132,000)	163,000
Admin expenses	21,000	16,000
Total operating charge	<u>1,887,000</u>	<u>2,871,000</u>

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

	<u>2024</u> £	<u>2023</u> £
At 1 September 2023	29,613,000	31,373,000
Current service cost	1,998,000	2,692,000
Past service cost	-	-
Interest cost	1,569,000	1,332,000
Employee contributions	687,000	622,000
Actuarial (gain)/loss	796,000	(5,787,000)
Curtailments and settlements	-	-
Benefits paid	(825,000)	(619,000)
At 31 August 2024	<u>33,838,000</u>	<u>29,613,000</u>

Movements in the fair value of Academy's share of scheme assets:

	<u>2024</u>	<u>2023</u>
	£	£
At 1 September 2023	30,722,000	26,239,000
Return on plan assets (excluding net interest on the net defined pension liability)	1,995,000	119,000
Interest income	1,701,000	1,169,000
Administration expenses	(21,000)	(16,000)
Actuarial gain/(Loss)	-	691,000
Employer contributions	2,865,000	2,517,000
Employee contributions	687,000	622,000
Asset ceiling adjustment	(3,286,000)	-
Settlements	-	-
Benefits paid	(825,000)	(619,000)
At 31 August 2024	<u>33,838,000</u>	<u>30,722,000</u>

The actuarial valuation on the plan for accounting purposes showed a net surplus of £3,286,000 as at 31 August 2024. FRS 102 allows a plan surplus to be recognised as a defined benefit plan asset only to the extent that an entity is able to recover the surplus, either through reduced contributions or through a refund to the Trust. There is not considered to be any economic benefit available to the Trust in the form of unconditional right to reduced contributions or refunds from the plan and as such the value of the academy trust's share of net assets has been restricted. An asset ceiling has been applied and a £3,286,000 charge has been included within the actuarial gain/loss for the year.

28. RELATED PARTY TRANSACTIONS

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, including notify the ESFA of all transactions made on or after 1st April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transaction took place in the financial period.

R Lockwood, daughter of P Griffiths, a trustee, is employed by the academy trust as a teacher. R Lockwood's appointment was made in open competition and P Griffiths was not involved in the decision making process regarding the appointment. R Lockwood is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

P Lockwood, son-in-law of P Griffiths, a trustee, is employed by the academy trust as a teacher. P Lockwood's appointment was made in open competition and P Griffiths was not involved in the decision making process regarding the appointment. P Lockwood is paid within the normal pay scale for her role and receives no special treatment as a result of his relationship to a trustee.

M Griffiths, son of P Griffiths, a trustee, is employed by the academy trust as a Network Manager. M Griffiths' appointment was made in open competition and P Griffiths was not involved in the decision making process regarding the appointment. M Griffiths is paid within the normal pay scale for his role and receives no special treatment as a result of his relationship to a trustee.

Total cost incurred by the Trust during the period was £179,163 (2023: £163,792)

Periscope Design Solutions Ltd, a company owned by A Walker, a trustee whose services were used at Arthur Bugler Primary School to provide website maintenance and hosting. All transactions involving this company were conducted in accordance with the requirements of the Academies Financial Handbook and with the academy trust's financial regulations and normal procurement procedures.

Total cost incurred by the Trust during the period was £nil (2023: £188.29)

29. AGENCY ARRANGEMENTS

The academy trust distributes bursary funds to students as an agent for the Education and Skills Funding Agency. In the accounting period ending 31 August 2024, the Trust received £49,356 and disbursed £23,352 from the fund. An amount of £48,829 (2023: £22,825) is included in other creditors relating to undistributed funds that is repayable to the Education and Skills Funding Agency.

