

**ALCESTER GRAMMAR SCHOOL  
(A Company Limited by Guarantee)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED**

**31 AUGUST 2023**



***Company Limited by Guarantee  
Registration Number: 07485466  
(England & Wales)***

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

<b>Members</b>	A Blackie S Case M Flanagan J Gough J Squires
<b>Governors</b>	J Gough (Chair) J Squires (Vice Chair) C Cockbill (appointed 17 May 2023) J Curtis N Fenton A McIntyre K Mitsiou-Begg (appointed 11 May 2023) S Parkes P Shepherd R Skelton (resigned 9 December 2023) R Thorpe S Tubb T Ward R Chandrasekhar (resigned 11 May 2023) H Howells (resigned 10 October 2022)
<b>Company Secretary</b>	C Roberts (appointed 8 November 2022) J Barron (resigned 18 November 2022)
<b>Senior Leadership Team</b>	
- Principal and Chief Executive	R Thorpe
- Finance & Operations Director	F Coyles
- Vice Principal - Curriculum	J Slater
- Vice Principal - Sixth Form	I Young
- Assistant Principal - T&L	H Tingle
- Assistant Principal - Years 7 - 11	J Turner
- Assistant Principal - Personal Development	S Price (appointed 1 September 2023)
<b>Company Name</b>	Alcester Grammar School
<b>Principal and Registered Office</b>	Birmingham Road Alcester B49 5ED
<b>Company Registration Number</b>	07485466 (England and Wales)
<b>Independent Auditor</b>	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND
<b>Bankers</b>	Lloyds Bank PLC 22 Bridge Street Stratford Upon Avon CV37 6AG
<b>Solicitors</b>	HCR Legal LLP Ellenborough House Wellington Street Cheltenham GL50 1YD

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

The Governing Board presents their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2023. The annual report serves the purposes of both a governors' report, and a directors' report under company law.

The Academy Trust operates an academy for pupils aged 11 to 16, and also has a large sixth form offering a wide variety of subjects. The school has a pupil capacity of 1,290 (750 students in 11-16 & 540 in sixth form). On the 5 October 2023, school census date, the school roll consisted of 1,293 (2022:1,326) students; 772 students in years 7 to 11 and 521 students in the sixth form.

**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 Governors of Alcester Grammar School are also the directors of the charitable company for the purposes of company law. The charitable company operates as Alcester Grammar School.

The company was incorporated on 7 January 2011. On 1 April 2011, Alcester Grammar School converted from a foundation school to Academy Trust status under the Academies Act 2010 and all the operations, and assets and liabilities were transferred to Alcester Grammar School from the Governing Board of Alcester Grammar School.

Details of the Governors who served throughout 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.

**Governors' Indemnities**

In accordance with normal commercial practice, the Academy Trust has opted into the ESFA Risk Protection Assurance (RPA) Scheme to protect governors and officers from claims arising from negligent acts, errors or omissions.

**Principal Activities**

The Academy Trust's principal activities are specifically restricted 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 a school offering a broad and balanced curriculum. The Academy Trust operates under a funding agreement originally issued by the Department for Education on 22 March 2011, updated by deeds of variation on 17 June 2013, 22 January 2015 and 12 October 2022. The DfE latest model Funding Agreement was agreed effective 12 October 2022. The Academy Trust commenced operations on 1 April 2011.

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

The Members may appoint up to 12 trustees (governors). There will be a minimum of two parent trustees, who shall be elected by parents of registered students at the Academy. Trustees may co-opt further trustees through a process that they determine suitable, providing that the total number of trustees who are employees of the Academy Trust does not exceed one third of the total number of trustees. If the Principal is appointed as a trustee, that will be regarded as an ex-officio appointment.

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

The governing board operates a circle model of governance which dispenses with most sub-committees. This provides governors with a broader understanding and ownership of all governance matters and avoids repetition of information and data. In addition, this model facilitates focus on key issues and promotes timely decision making, due to more regular meetings. A separate risk and audit committee has been established to provide appropriate oversight of finance and resources.

To ensure scrutiny, governor development and succession planning most governors have a link to a specific area such as Leadership and Management, Quality of Education, Finance, Personal Development, Safeguarding, SEND, Admissions, Careers, and Health & Safety. Governors filling these roles provide informed advice at the governor meetings.

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

New governors attend governing board meetings and can engage in conversations utilising their personal and/or business expertise. Governors are asked to read all relevant policies and procedures. They are required to sign the Governor Code of Conduct and have an enhanced DBS check. Governors are encouraged to take up governance training opportunities with various providers, as appropriate, and are required to undertake safeguarding training.

**Organisational Structure**

A unified leadership structure operates to help improve the way the Academy is run. The structure consists of the Governors and the Senior Leadership Team. The aim of the management structure is to devolve responsibility and encourage decision making at all levels.

The governing board is responsible for the strategic development of the Academy Trust, its vision and ethos. The board holds the Senior Leadership Team to account for the educational performance of the students and the performance management of staff adopting an annual School Development Plan and budget. It oversees the financial performance of the school by the use of budgets and management accounts and makes major decisions about the direction of the school, capital expenditure and senior staff appointments.

To ensure an efficient and effective structure with the School Development Plan at its core, the circle model of governance is in use whereby governors attend all full governing board meetings. Link governors will lead on specific areas as highlighted before, with finance agenda items within the governing board meetings incorporating the duties of a finance committee. The Pay & Performance committee is responsible for setting pay of the Senior Leadership Team, aligned to the School Pay Policy. There is also a separate Risk and Audit committee which oversees the programme of internal scrutiny, assesses the management of risk and reports back to the governing board.

The Senior Leadership Team are the Principal (Chief Executive), Finance & Operations Director, two Vice Principals and three Assistant Principals. These senior leaders direct the Academy at an executive level implementing the policies laid down by the governors and reporting to them. The Senior Leadership team is responsible for the appointment of staff within the governing board approved staff structure. The recruitment panel for posts in the Senior Leadership Team will always contain a non-staff member of the governing board. Expenditure approval is devolved to members of the Senior Leadership Team, with specific authorisation limits above which the Principal must countersign. Heads of Department are responsible for the day-to-day operation of curriculum subject areas and accordingly organise their teaching staff, capitation resources, facilities and students.

**Arrangements for Setting Pay and Remuneration of Key Management Personnel**

The Pay and Performance Committee determines the salary scales for Senior Leadership Team on appointment or promotion and have regard to the current School Teachers' Pay and Conditions Document in part or whole. The Senior Leadership Team must demonstrate sustained high quality of performance, with particular regard to leadership, management and pupil progress at the school and subject to a review of performance against performance objectives, before any performance points will be awarded. Annual pay progression is not automatic.

**Trade Union 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 publish information included in Schedule 2 of the Regulations.

The information to be published consists of four tables below:

Number of employees who were relevant Trade Union officials during the relevant period	Full-time equivalent employee number
1	1
Percentage of time spent on facility time	Number of employees
Percentage of time	
0%	1
1% to 50%	-
51% to 99%	-
100%	-



**GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Trade Union Facility Time****Percentage of Pay Bill Spent on Facility Time**

Total cost of facilities time

£Nil

Total pay bill

£6,128,000

Percentage of the total pay bill spent on facility time, calculated as:

 $(\text{total cost of facility time} \div \text{total pay bill}) \times 100$ 

Nil%

**Paid Trade Union Activities**

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

 $(\text{total hours spent on paid Trade Union activities by relevant union officials during the relevant period} \div \text{total paid facility time hours}) \times 100$ 

Nil%

**Related Parties and other Connected Charities and Organisations**

As part of its operation, the Academy liaises with organisations such as the Local Authority, the South Warwickshire Education Partnership, as well as with other education providers and trainers such as local schools and further education institutions and universities. These links are maintained in the interests of supporting good practice and information sharing and consolidate well-established mutually supportive associations.

**Objectives and Aims**

The school's main objectives are encompassed in its vision statement in which Alcester Grammar School aims to nurture aspiration, achievement and opportunity for all. Underpinning this are two Alcester Grammar School values statements - all members of our community are expected to be 'Decent Human Beings' and 'Engaged AGS Learners'. Further detail on these frameworks can be found on the Alcester Grammar School website.

To this end, the activities provided include:

- learning opportunities for all students to attain the highest standard in academic qualifications;
- training opportunities for all staff, to encourage them to be effective models of learning and development;
- a programme of extra and super-curricular activity that is designed to develop students in the broadest sense;
- outstanding pastoral care;
- community learning links that can support other learners in Alcester and surrounding areas.

**Objectives, Strategies and Activities**

The key themes for the year were stated in the 2022-23 School Development Plan and are set out below.

*Excellent teaching and learning*

- Ensure outstanding rates of attainment and progress for all students, facilitated by consistently high-quality teaching and learning across the school
- Further develop and empower autonomous HoDs, to lead on the above
- Continue to evaluate and refine the curriculum across the school as necessary
- Deliver strong provision for students who are SEND and/or disadvantaged – including PP/FSM and Bursary Students

*Recruitment, wellbeing and development of staff*

- Ensuring AGS remains a school of choice for highly skilled and qualified staff, with a proactive approach to staff satisfaction and wellbeing
- Provide a cohesive line management, PD and CPD programme that offers tailored support and training for all staff (teaching and support)
- Actively consider the concept of 'succession planning' across the school and how this can be best supported in the medium term

*Student wellbeing and wider personal development*

- Maintain and strengthen the impact of our pastoral teams to raise further the bar for excellent all-round behaviour and the nurturing of 'Decent Human Beings'
- Sustain our strategies for the promotion of wellbeing, mental health, resilience and independence within a culture of consent and accountability - including attendance
- Maintain our safeguarding practices and procedures in the light of best practice and latest directives
- Provide a rich breadth of opportunities outside the classroom for all students
- Provide a high quality Careers and Higher Education programme across the full year 7 – 13 age range

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

**Objectives, Strategies and Activities (cont'd)**

*Efficient and effective back-office operations*

- Re-visit the school vision, mission and values etc. to ensure buy-in, clarity and consistency across the school
- Maintain a realistic 3-year financial plan, highlighting any assumptions/ risks
- Explore and identify potential additional income streams and also opportunities to engage with parents and the wider community
- Undertake a Premises/Estate Development Plan to ensure long term strategic planning
- Sustain the calibre and number of students entering the school at y7 and y12 through our reputation and effective marketing
- Ensure effective 'horizon scanning' so that AGS is aware of and proactively considering current and future national educational initiatives
- Ensure governance remains outstanding

**Public Benefit**

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

**Achievements and Performance**

The academic year 2022/23 built on the previous year's successes and the Academy made significant strides forward in achieving ambitious data-based targets.

In terms of examination performance, the following summaries apply:

**A Level Results - Summer 2023**

Alcester Grammar School would like to congratulate the 291 students in the Year 13 class of 2023 on their many achievements over their time with us, including A-level results that are the highest achieved by the school in recent history in a 'normal exam year'.

It has been well publicised that this year nationally, grades have fallen after adjustments in recent years. However, despite this, AGS students have achieved exceptionally well - recording arguably the second-best results in the school's history by many measures.

We wish them all the very best as they head on to whatever they do next - whether it is university, a higher-level apprenticeship, employment, or a gap year. Not only have they achieved superb results academically, but as a group they have shown tenacity, character, resilience and kindness throughout their time with us.

As a year group, they have contributed fully to the rich and varied wider life of the school, always epitomising the Alcester Grammar School commitment to broad personal development and to being 'DHBs' - Decent Human Beings.

- AGS is unique in the breadth of the curriculum on offer to sixth formers, with students this year achieving grades in 26 different subjects and the EPQ qualification. It is still the only provider in the region that gives all students the unique flexibility to maximise their success by starting a free choice of 4 A levels in year 12.
- 40% of A level and EPQ entries were graded A\* or A, and 72% of entries were graded A\*- B. 91% were graded A\*- C.
- 46% of the cohort achieved grades of at least ABB
- Fifty-four students achieved at least three A grades (up from 26 students in 2019), 44% of these were from students that joined us from other local schools after their GCSEs.
- There are numerous other personal successes across the A-level ability range and virtually all students are set for a destination of their choice.

**GCSE Results Summer 2023**

Alcester Grammar School would like to congratulate the 154 students in the Year 11 class of 2023 on their many achievements over their time with us. As a year group, they have faced a number of challenges, both collectively and individually and therefore we are delighted to be celebrating a strong set of results with them today. Once again, these results are testament to the hard work of students, parents and staff at AGS. The school prides itself on curriculum breadth, with 84% of pupils this year entered for the English Baccalaureate and students also achieving equally strong results in creative areas such as the Arts, DT and Food Technology. Alongside these outstanding academic results, this year group have also achieved so much outside the classroom, making the most of the vast array of opportunities on offer at the school.

**GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****GCSE Results Summer 2023 (cont'd)**

- 40% A\*-A grades
- 72% of entries graded A\*-B, and 91% graded A\*-C.
- Level 3 Value-added progress measures shows that we continue to add statistically significant value to expected student performance.

**Ofsted Inspection**

Alcester Grammar School students, staff and governors celebrated after being graded 'Outstanding' in an Ofsted inspection in the Autumn term. Not previously inspected since 2009, the report from an inspection in December 2022 summarised that under exceptional leadership and with highly knowledgeable and competent staff, AGS was a thriving and happy place where pupils are extremely proud to be part of this highly ambitious school and love learning. The report also stated that teachers deliver lessons with passion and described both the curriculum and behaviour as exemplary. Important recognition was also given to the emphasis that the school places on all round character and personal development, through the unique 'Decent Human Being' ethos and the vast array of extra and super curricular activities available to students.

**Going Concern**

After making appropriate enquiries, the Governing Board 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**

At both governing board and SLT level, those responsible for leadership within the school regularly recognise the need to consider:

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

As just one example of this, in 2022-23, the school took the decision to recruit a new Assistant Principal with responsibility for furthering relationships in the local community.

**Financial Review**

Most of the Academy's income is obtained from the Department for Education (DfE) via the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2023 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2019), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2023, income from recurrent grant funding from the DfE together with other incoming resources was £8,550,000 (2021-22: £7,994,000) and total expenditure was £8,063,000 (2021-22: £7,776,000). The excess of income over expenditure for the year before other recognised gains and losses (excluding restricted fixed asset funds) was £563,000 (2021-22: £496,000 excess income over expenditure).

At 31 August 2023 the net book value of fixed assets was £16,201,000 (2021-22: £12,985,000) and movements in tangible fixed assets are shown in note 12 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the Academy.

	2022-23	2021-22
Pupil numbers: funded on lagged pupil numbers	1,293 (Oct 23)	1,326 (Oct 22)
Staff costs as a % of revenue income from EFSA	80%	78%
Staff costs as a % of total revenue income	74%	73%
Staff costs as a % of total costs	76%	74%
Capital expenditure per pupil	£184	£668



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

The key controls used by the academy include:

- Detailed terms of reference for all committees
- Formal agendas for the Governing Board and sub-committees
- Schemes of delegation and formal financial regulations
- Formal written policies
- Clear authorisation and approval levels
- Policies and procedures required by law to protect the vulnerable.

**Reserves Policy**

The Governors review the reserves levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors have determined that an appropriate level of free reserves should be equivalent to the surplus funds of the foundation school transferred on conversion to an Academy of £100,000. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

The Academy's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £720,000 (2021-22: £636,000).

The Local Government Pension Scheme has a deficit as at 31 August 2023 of £Nil (2021-22: £184,000). The Governors have agreed to fund any deficit in accordance with the recommendations of the latest actuarial valuation being the 31 March 2019 formal valuations for English and Welsh LGPS Funds which were concluded by 31 March 2020. Further details in note 28.

**Investment Policy**

It is the intention to invest any surplus funds in low risk short-term bank deposits.

**Principal Risks and Uncertainties**

The governing board has the responsibility to assess the strategic risks to which the Academy Trust is exposed; aided by the Senior Leadership Team they carry out an annual systematic analysis of all risks to produce a risk management register.

The governing board has implemented a number of systems to assess risks that the Academy Trust faces, especially in the strategic risks areas and in relation to the control of finance. They have introduced systems, including operational procedures and internal financial controls in order to minimise risk. The Academy Trust has an effective system of internal financial controls and this is explained in more detail in this report.

The Governing Board are alert to their responsibilities around ensuring that the trust's estate is safe, well maintained and complies with relevant regulations. This has been demonstrated in recent years with works such as replacement roof, replacement windows, new site security fencing, replacement fire alarm, fire compartmentalisation and fire doors. The governing board is very aware of the challenges of sufficient capital funding and are currently holding high reserves to facilitate further capital works.

**Fundraising**

Under the provisions of the Charities (Protection and Social Investment) Act 2016; the Academy Trust approach to fundraising practices was low key in 2022-23, this was due to financial challenges for many of our students' families. Over the course of the year we instead worked hard to support families who due to rising transport costs and other bills associated with the cost of living crisis, struggled to support their children with uniform, transport and access to trips and extra-curricular activities.

We have maintained the mechanism whereby parents are able to donate online via the Charities Aid Foundation (CAF).

The school was successful in 2022-23 with its bids for specific funding from both Stratford Town Trust and Clifford Chambers Charities. The school is very grateful for their support.

**Plans for Future Periods**

The school's three- year strategic development plan outlines four clear areas of focus.

**Consistently Excellent Teaching & Learning for All**

Outstanding rates of learning, attainment and progress for all students, across all key stages, facilitated by a broad curriculum, consistently high-quality teaching and learning across the school and supported by strong use of data and a culture of learning, self reflection and continuous improvement driven by leaders at all levels.

**GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****Plans for Future Periods (cont'd)****Recruitment, Wellbeing and Development of Staff**

AGS is the school of choice for highly skilled and qualified staff, with a proactive approach to staff satisfaction and wellbeing and forward-thinking research-based CPD and PD. Strong succession-planning is in place to ensure continuity of provision and no single points of failure.

**Student Wellbeing and Personal Development**

Outstanding pastoral care and safeguarding practices facilitate excellent behaviour and the nurturing of 'Decent Human Beings'. There is strong promotion of attendance, inclusivity, pupil wellbeing, mental health, resilience and independence. A strategic and co-ordinated Personal Development Programme (including an exceptional extra-curricular programme and House System) is accessed by all students in a coherent journey across years 7 - 13.

**Vision, Finance, Resource and The Broader Landscape**

A strong school vision is understood by all in the community - unifying the Y7-11 and 6th Form elements of school life. Strong governance and financial models support and prioritise the identified aims and objectives of the school, with medium term strategies in place to maintain and support resourcing and facilities. Evidence of collaboration can be seen both within and outside the school, with AGS playing a clear role in local educational and neighbourhood communities. AGS has developed a clear strategy around the support of disadvantaged students and is recognised as a school for all. AGS is proactive in controlling its own destiny, when faced with a changing political and financial climate.

The School Development Plan for 2023-24 outlines 4 clear targets and actions for each of these areas - based on a range of both internal and external self-evaluation procedures.

**Auditor**

Insofar as the Governors are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware.
- the Governors 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 Governors' report, incorporating a strategic report, was approved by order of the Governing Board, as the company directors, on 14 December 2023 and signed on the Governing Board's behalf by:



.....  
J Gough

Chair of Governors

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

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

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

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

**Governance**

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

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

	<b>Meetings attended</b>	<b>Out of a possible</b>
J Gough (Chair)	6	6
J Squires (Vice Chair)	4	6
R Thorpe (Principal & Accounting Officer)	6	6
F Coyles (Chief Financial Officer)	6	6
R Chandrasekhar, resigned May 2023	1	4
C Cockbill, appointed May 2023	2	2
J Curtis	3	6
N Fenton	5	5
H Howells, resigned Oct 2022	0	1
A McIntyre	5	6
K Mitsiou-Begg, appointed May 2023	2	2
S Parkes	4	6
P Shepherd	4	6
R Skelton (resigned 09 December 2023)	4	6
S Tubb	5	6
T Ward	5	6

The main issues dealt with by the governing board during 2022-23 included articulating the school ethos in a clearer form, an Ofsted inspection, the School Development Plan, recruitment of a new governance professional and an increased focus on external collaboration.

**Conflicts of Interest**

All governors have to complete the register of business interests annually and are asked at each meeting to declare any changes. This information allows the Academy Trust to see where any potential conflicts of interest might occur and act accordingly. Academy Trusts must describe the processes they have in place to manage conflicts of interest, including for example (but not limited to) maintaining an up-to-date and complete register of interests, and how the information on this register is used in the day-to-day management and governance of the Academy Trust.

**Meetings**

The governing board met to effectively discharge their responsibilities, to ensure robust governance and to ensure effective management arrangements. The Governing Board is aware that as a minimum there must be at least 3 board meetings a year and ensure they schedule more than the minimum requirement. In addition, the risk and audit committee meets three times per year, and the pay and performance committee meets at least annually.

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

The Governing Board regularly reviews the governance structure at meetings to ensure that governors can provide clear strategic direction to the senior leadership team and that the ethos of the Academy is maintained.

The governing board carries out regular self-reviews. This year's review process has confirmed that:

- the character of the trust is preserved and developed;
- the activities of the trust are being undertaken in accordance with the Academy Trust deed;
- there is clarity of vision, ethos and strategic direction;
- the Principal is held to account for the education performance of the academy and its pupils;
- the financial performance of the academy is monitored and value for money obtained; and
- governance by the Board of Governors is effective.

The Academy Trust has commissioned an external governance review with the NGA for autumn 2023.

**Review of Value for Money**

As accounting officer, the Principal 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 the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The accounting officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of governors 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 value for money during the year, below are some examples:

- CCTV deployment
- Asbestos removal
- External Facilities Management Statutory Testing provision
- Ventilation project (window replacement) funded by WCC Public Health

**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 operated as designed in Alcester Grammar School for the year ended 31 August 2023 and up to the date of approval of the annual report and financial statements.

**Capacity to Handle Risk**

The Governing Board 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 Governors 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 year ending 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

**The Risk and Control Framework**

The Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation of authority 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 governing board;
- regular reviews by the Board of Governors of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;



**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****The Risk and Control Framework (cont'd)**

- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of financial risks.

The governing board opted to buy in an independent internal audit service from Randall & Payne LLP. Their 2022-23 remit was to review systems and processes pertaining to income & non payroll (as payroll was the focus of the previous review) expenditure. The review found no material weaknesses in the school systems and processes.

On an annual basis the auditor prepares a summary report to the Risk & Audit committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

**Review of Effectiveness**

As Accounting Officer, the Principal has responsibility for reviewing the effectiveness of the system of internal control.

During the year the review has been informed by:

- the work of the internal auditor
- the work of the external auditor
- the school resource management self-assessment tool
- the work of the Senior Leadership Team within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the result of their review of the system of internal control by the Risk & Audit Committee and the plan to address any weaknesses and ensure continuous improvement of the system is in place.

The Governors' statement, was approved by order of the Governing Board, as the company directors, on 14 December 2023 and signed on the Governing Board's behalf by:



J Gough  
Chair of Governing Board



R Thorpe  
Accounting Officer

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

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

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

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



.....  
**R Thorpe**  
**Accounting Officer**  
**14 December 2023**

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

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

Company law requires the governors to prepare financial statements for each financial year. Under company law the governors 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 governors are required to:

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

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

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

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

Approved by order of the members of the Governing Board on 14 December 2023 and signed on its behalf by:



.....  
**J Gough**  
Chair of Governors

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALCESTER GRAMMAR SCHOOL FOR THE YEAR ENDED 31 AUGUST 2023****Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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



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

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

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

We have nothing to report in this regard.

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

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

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

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

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

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

**Responsibilities of Governors**

As explained more fully in the governors' responsibilities statement set out on page 15, the governors 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 governors 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 governors are responsible for assessing the Alcester Grammar School's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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

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

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

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, including correspondence with the Education and Skills Funding Agency review of correspondence with legal advisors, enquiries of management and review of internal audit reports in so far as they related to the financial statements, and testing of journals and evaluating whether there was evidence of bias by the Governors that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ALCESTER GRAMMAR SCHOOL FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)**

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Academy Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the governors.
- Conclude on the appropriateness of the governors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Academy Trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Academy Trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

**Use of our report**

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



**Malcolm Winston**  
**Senior Statutory Auditor**  
**UHY Hacker Young (Birmingham) LLP, Statutory Auditor**  
**9-11 Vittoria Street**  
**Birmingham**  
**B1 3ND**

**14 December 2023**

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

In accordance with the terms of our engagement letter dated 5 July 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2022 to 2023 we have carried out an engagement to obtain limited assurance about whether, the expenditure disbursed and income received by the Academy Trust during the year period 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

**Respective responsibilities of Alcester Grammar School's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Alcester Grammar School funding agreement with the Secretary of State for Education dated 22 March 2011, and the Academy Trust Handbook extant from 1 September 2022 for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

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

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

Summary of the work undertaken was as follows:

- Analytical review of the Academy Trust's general activities are within the Academy Trusts framework of authorities;
- Consideration of the evidence supporting the accounting officers statement on regularity, propriety and
- Review of the general control environment for the Academy Trust on financial statements and on regularity;
- Sample testing of expenditure transactions to ensure the activity is permissible within the Academy Trust's framework of authority;



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

**Approach (cont'd)**

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

**Conclusion**

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

*UHY Hacker Young (Birmingham) LLP*

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

14 December 2023

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

	Note	Unrestricted Funds £'000	Restricted General Funds £'000	Restricted Fixed Asset Funds £'000	Total 2023 £'000	Total 2022 £'000
<b>Income from:</b>						
Donations and capital Grants	3	58	-	342	400	417
Charitable activities:						
- Funding for the Academy Trust's educational operations	4	-	8,107	-	8,107	7,524
Other trading activities	5	24	17	-	41	53
Investment income	6	2	-	-	2	-
<b>Total</b>		<b>84</b>	<b>8,124</b>	<b>342</b>	<b>8,550</b>	<b>7,994</b>
<b>Expenditure on:</b>						
Raising funds	7	-	-	-	-	-
Charitable activities:						
- Academy Trust's educational operations	7 & 8	-	7,645	418	8,063	7,776
<b>Total</b>		<b>-</b>	<b>7,645</b>	<b>418</b>	<b>8,063</b>	<b>7,776</b>
<b>Net income/(expenditure)</b>		<b>84</b>	<b>479</b>	<b>(76)</b>	<b>487</b>	<b>218</b>
Transfers between funds	17	-	(48)	48	-	-
<b>Other recognised gains and losses</b>						
Gain on revaluation	12	-	-	3,396	3,396	-
Actuarial gain on defined benefit pension schemes	28	-	281	-	281	2,135
<b>Net movement in funds</b>		<b>84</b>	<b>712</b>	<b>3,368</b>	<b>4,164</b>	<b>2,353</b>
<b>Reconciliation of funds</b>						
<b>Total funds brought forward</b>	17	<b>636</b>	<b>695</b>	<b>12,889</b>	<b>14,220</b>	<b>11,867</b>
<b>Total funds carried forward</b>	17	<b>720</b>	<b>1,407</b>	<b>16,257</b>	<b>18,384</b>	<b>14,220</b>

All of the Academy Trust's activities derive from acquisitions and continuing operations during the above two financial periods.

## BALANCE SHEET AS AT 31 AUGUST 2023

	Note	2023 £'000	2022 £'000
<b>Fixed assets</b>			
Tangible assets	12	<u>16,201</u>	<u>12,985</u>
		<u>16,201</u>	<u>12,985</u>
<b>Current assets</b>			
Stock	13	5	4
Debtors	14	519	156
Cash at bank and in hand		<u>2,838</u>	<u>2,117</u>
		<u>3,362</u>	<u>2,277</u>
<b>Current liabilities</b>			
Creditors: Amounts falling due within one year	15	<u>(1,173)</u>	<u>(848)</u>
<b>Net current assets</b>		<u>2,189</u>	<u>1,429</u>
<b>Total assets less current liabilities</b>		<u>18,390</u>	<u>14,414</u>
Creditors: Amounts falling due after more than one year	16	<u>(6)</u>	<u>(10)</u>
<b>Net assets excluding pension liability</b>		<u>18,384</u>	<u>14,404</u>
Defined benefit pension scheme liability	28	-	(184)
<b>Total Net Assets</b>		<u><u>18,384</u></u>	<u><u>14,220</u></u>
<b>Funds of the Academy:</b>			
<b>Restricted funds</b>			
- Fixed asset fund	17	16,257	12,889
- Restricted income fund	17	1,407	879
- Pension reserve	17	-	(184)
<b>Total Restricted Funds</b>		<u>17,664</u>	<u>13,584</u>
<b>Unrestricted income fund</b>	17	<u>720</u>	<u>636</u>
<b>Total Unrestricted Funds</b>		<u>720</u>	<u>636</u>
<b>Total Funds</b>		<u><u>18,384</u></u>	<u><u>14,220</u></u>

The financial statements on pages 22 to 43 were approved by the trustees and authorised for issue on 14 December 2023 and signed on their behalf by:

  
 .....  
 J Gough  
 Chair of Governors

  
 .....  
 F Coyles  
 Finance & Operations Director

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

	Note	2023 £'000	2022 £'000
Net cash provided by operating activities	21	619	787
Cash flows from investing activities	22	106	(527)
Cash flows from financing activities	23	(4)	(4)
Change in cash and cash equivalents in the reporting period		<u>721</u>	<u>256</u>
Cash and cash equivalents at 1 September	24	2,117	1,861
Cash and cash equivalents at 31 August	24	<u>2,838</u>	<u>2,117</u>



**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023****1 Statement of Accounting Policies: Basis of preparation**

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

**Basis of Preparation**

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

Alcester Grammar School meets the definition of a public benefit entity under FRS 102.

**Going Concern**

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

**Income**

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

**• Grants**

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

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

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

**• 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 receipt is probable and it can be measured reliably.

**• Donations**

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

**• Other income**

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

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

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

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

### **Expenditure**

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

- **Expenditure on Raising Funds**

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

- **Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

### **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, with the exception of freehold land & buildings which is recognised on the revaluation model, with assets of this class carried at fair value. Note 12 contains details as to the latest valuation undertaken.

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 a straight line basis on the cost of tangible fixed assets, to write them down to their estimated residual values over their expected useful lives. No depreciation is provided on land. The principal annual rates used for other assets are:

Freehold buildings transferred on 1 April 2011	4%
Freehold buildings purchased after 1 April 2011	2%
Fixtures, fittings and equipment	20%
Computer equipment	33.33%
Motor vehicles	20%

Assets in the course of construction are included at cost. Depreciation on these assets is not charged

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

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

**Leased Assets**

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

**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 14. Prepayments are not financial instruments.

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

*Financial liabilities* - trade creditors, accruals and other creditors are financial instrument, and are measured at amortised cost as detailed in notes 15 and 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**Stock**

Catering stock is valued at the lower of cost or net realisable value.

**Taxation**

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Pensions Benefits**

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

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

The LGPS is a multi funded employer scheme and the assets are held separately from those of the Academy Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of the scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

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

**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 28, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**Critical areas of judgement**

The critical judgements that the Trustees have made in the process of applying the Academy Trust's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

The critical areas of judgement are; accounting for government grant, accounting for the write down of assets through depreciation, valuation of land & buildings and accounting for the pension liability. Government grants are accounted for as restricted funds. The pension liability is assessed by an independent actuarial valuation. Depreciation rates are based on the expected life of the asset. Land & buildings valuations are based on the work of an independent, suitably qualified surveyor.

In assessing whether there have been any indicators of impairment of assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience of recoverability. There have been no indicators of impairments identified during the current financial year.

**Agency Arrangements**

The Academy Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 30.



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

**2 GENERAL ANNUAL GRANT (GAG)**

Under the funding agreement with the Secretary of State the Academy Trust was not subject to limits at 31 August 2023 on the amount of GAG that could be carried forward from one year to the next (see note 17).

**3 DONATIONS AND CAPITAL GRANTS**

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000	Total 2022 £'000
DFC	-	86	86	30
CIF	-	96	96	319
Capital donations	-	160	160	10
Donations	58	-	58	58
	<u>58</u>	<u>342</u>	<u>400</u>	<u>417</u>

The income from donations and capital grants was £400,000 (2022: £417,000) of which £58,000 (2022: £58,000) was unrestricted, £0 (2022: £0) restricted and £342,000 (2022: £359,000) restricted fixed assets.

**4 FUNDING FOR THE Academy Trust'S EDUCATIONAL OPERATIONS**

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000	Total 2022 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG) (note 2)	-	7,066	7,066	6,660
Post 16-19 funding	-	172	172	109
<b>Other DfE/ESFA grants</b>				
Pupil Premium	-	20	20	25
Rates relief	-	30	30	28
Teachers pay grant	-	1	1	40
Teachers pension grant	-	118	118	113
Supplementary grant	-	140	140	58
Mainstream additional grant	-	61	61	-
Education recovery grant	-	-	-	2
School led tutoring	-	1	1	9
Other DFE/EFA	-	8	8	-
	<u>-</u>	<u>7,617</u>	<u>7,617</u>	<u>7,044</u>
<b>Other Government grants</b>				
Special educational needs grant	-	37	37	23
Pupil premium	-	11	11	4
Other local authority grants	-	8	8	5
	<u>-</u>	<u>56</u>	<u>56</u>	<u>32</u>
<b>COVID-19 DfE/ESFA additional funding</b>				
Covid recovery premium	-	6	6	5
Other DfE/ESFA COVID-19 funding	-	-	-	15
	<u>-</u>	<u>6</u>	<u>6</u>	<u>20</u>
Other income from the Academy Trust's educational operations				
Pupil catering income	-	428	428	428
	<u>-</u>	<u>428</u>	<u>428</u>	<u>428</u>
	<u>-</u>	<u>8,107</u>	<u>8,107</u>	<u>7,524</u>

The income from the Academy Trust's educational operations was restricted for both years.

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

## 5 OTHER TRADING ACTIVITIES

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000	Total 2022 £'000
Hire of facilities	17	-	17	20
Income from recharge of services	-	-	-	-
Other income	7	17	24	33
	<u>24</u>	<u>17</u>	<u>41</u>	<u>53</u>

The income from the Academy Trust's other trading activities was £41,000 (2022: £53,000) of which £24,000 (2022: £24,000) was unrestricted and £17,000 (2022: £29,000) restricted.

## 6 INVESTMENT INCOME

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2023 £'000	Total 2022 £'000
Bank interest received	2	-	2	-
	<u>2</u>	<u>-</u>	<u>2</u>	<u>-</u>

The income from the Academy Trust's investment income was unrestricted for both years.

## 7 EXPENDITURE

	Staff Costs £'000	Non Pay Expenditure		Total 2023 £'000	Total 2022 £'000
		Premises £'000	Other Costs £'000		
Expenditure on raising funds					
- Direct costs	-	-	-	-	-
- Allocated support costs	-	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Academy's educational operations					
- Direct costs	5,170	-	412	5,582	5,129
- Allocated support costs	1,000	936	545	2,481	2,647
	<u>6,170</u>	<u>936</u>	<u>957</u>	<u>8,063</u>	<u>7,776</u>
<b>Total costs</b>	<u>6,170</u>	<u>936</u>	<u>957</u>	<u>8,063</u>	<u>7,776</u>

The expenditure was £8,054,000 (2022: £7,776,000) of which £0 (2022: £0) was unrestricted, £7,572,000 (2022: £7,139,000) restricted and £482,000 (2022: £637,000) restricted fixed assets.

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

		Total 2023 £'000	Total 2022 £'000
<b>7 EXPENDITURE (cont'd)</b>			
Net (income)/expenditure for the year include:			
Operating leases rentals		33	74
Depreciation		416	637
Loss on disposal		2	-
Fees payable to auditor for:			
- Audit			7
- Other services		2	2
<b>8 CHARITABLE ACTIVITIES</b>		<b>2023</b>	<b>2022</b>
		£'000	£'000
Direct costs - educational operations		5,582	5,129
Support costs - educational operations		2,481	2,647
		<b>8,063</b>	<b>7,776</b>
<b>Analysis of Support Costs</b>		<b>2023</b>	<b>2022</b>
		£'000	£'000
Support staff costs		1,000	1,068
Depreciation		416	637
Loss on disposal		2	-
Technology costs		80	93
Premises costs		520	441
Legal costs - Other		20	31
Other support costs		64	74
Catering Costs		292	237
Governance		87	66
		<b>2,481</b>	<b>2,647</b>
<b>9 STAFF</b>		<b>2023</b>	<b>2022</b>
<b>a Staff costs</b>		£'000	£'000
Staff costs during the year were:			
Wages and salaries		4,518	4,120
Social security costs		464	428
Pension costs		1,146	1,264
		<b>6,128</b>	<b>5,812</b>
Agency staff costs		42	-
Staff restructuring costs		-	1
		<b>6,170</b>	<b>5,813</b>
<b>Staff restructuring costs comprise:</b>			
Redundancy payments		-	1
Severance payments		-	-
Other restructuring costs		-	-
		-	<b>1</b>
<b>b Staff severance contractual and non contractual payments</b>			
The Academy Trust paid Nil (2022: Nil) severance payments in the year, disclosed in the following bands		<b>2023</b>	<b>2022</b>
0 - £25,000		-	-
£25,001 - £50,000		-	-
£50,001 - £100,000		-	-
£100,001 - £150,000		-	-
£150,000+		-	-
<b>c Special staff severance non contractual payments</b>			
Included in staff restructuring costs are special severance payments totalling £Nil (2022 : £1,156).			

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

**9 STAFF (cont'd)****d Staff numbers**

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

<i>Charitable Activities</i>	2023	2022
	No.	No.
Teachers	80	82
Administration and support	63	65
Management	6	6
	<u>149</u>	<u>153</u>

**e Higher paid staff**

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

	No.	No.
£60,001 - £70,000	2	2
£70,001 - £80,000	-	1
£80,001 - £90,000	3	2
£100,001 - £110,000	1	-
	<u>1</u>	<u>-</u>

**f Key management personnel**

The key management of the Academy Trust comprise the trustees and the Senior Leadership Team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £601,695 (2022: £595,240).



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

**10 RELATED PARTY TRANSACTIONS - GOVERNORS' REMUNERATION AND EXPENSES**

One or more governors has been paid remuneration or has received other benefits from an employment with the Academy Trust. The principal and other governors receive remuneration in respect of their contracts of employment as principal and staff and not in respect of their services as governors. Other governors did not receive any payments from the Academy Trust in respect of their role as governors. The value of governor's remuneration and other remuneration was as follows:

	2023	2022
<b>R Thorpe (Principal &amp; Governor) appointed 1 June 2022</b>		
Remuneration	£100,000 - £105,000	£20,000 - £25,000
Employers pension contribution	£20,000 - £25,000	£5,000 - £10,000
<b>J Slater (Interim Principal &amp; Governor) appointed 1 January 2022 and resigned 31 May 2022</b>		
Remuneration	£Nil - £Nil	£85,000 - £90,000
Employers pension contribution	£Nil - £Nil	£20,000 - £25,000
<b>C Sentance (Principal &amp; Governor) resigned 31 December 2021</b>		
Remuneration	£Nil - £Nil	£35,000 - £40,000
Employers pension contribution	£Nil - £Nil	£5,000 - £10,000
<b>L Draper (Staff Governor)</b>		
Remuneration	£Nil - £Nil	£45,000 - £50,000
Employers pension contribution	£Nil - £Nil	£10,000 - £15,000
<b>S Parkes (Co-opted Governor)</b>		
Remuneration	£35,000 - £40,000	£35,000 - £40,000
Employers pension contribution	£5,000-£10,000	£5,000-£10,000
<b>D Brewer (Staff Governor)</b>		
Remuneration	£Nil - £Nil	£45,000 - £50,000
Employers pension contribution	£Nil - £Nil	£10,000 - £15,000
<b>A McIntyre (Co-opted Governor)</b>		
Remuneration	£45,000 - £50,000	£45,000 - £50,000
Employers pension contribution	£10,000 - £15,000	£10,000 - £15,000

During the year ended 31 August 2023 £0 (2022: £0) was reimbursed to the governors in respect of travel and subsistence expenses.

Other related party transactions involving the governors are set out in note 29.

**11 TRUSTEES' AND OFFICERS' INSURANCE**

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

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

## 12 TANGIBLE FIXED ASSETS

	Freehold Land & Buildings £'000	Furniture & Equipment £'000	Computer Equipment £'000	Motor Vehicles £'000	Assets Under Construction £'000	Total £'000
<b>Cost</b>						
At 1 September 2022	17,176	1,190	230	5	-	18,601
Additions	160	25	17	36	-	238
Revaluation	(1,306)	-	-	-	-	(1,306)
Disposals	-	-	-	(5)	-	(5)
At 31 August 2023	<u>16,030</u>	<u>1,215</u>	<u>247</u>	<u>36</u>	<u>-</u>	<u>17,528</u>
<b>Depreciation</b>						
At 1 September 2022	4,702	699	212	3	-	5,616
Charged in year	252	147	13	4	-	416
Revaluation	(4,702)	-	-	-	-	(4,702)
Disposals	-	-	-	(3)	-	(3)
At 31 August 2023	<u>252</u>	<u>846</u>	<u>225</u>	<u>4</u>	<u>-</u>	<u>1,327</u>
<b>Net book value</b>						
At 31 August 2023	<u>15,778</u>	<u>369</u>	<u>22</u>	<u>32</u>	<u>-</u>	<u>16,201</u>
At 31 August 2022	<u>12,474</u>	<u>491</u>	<u>18</u>	<u>2</u>	<u>-</u>	<u>12,985</u>

The freehold land and buildings were donated to Alcester Grammar School by Warwickshire County Council (WCC). On 1 April 2011 an existing use valuation and useful asset life assessment was prepared by the Valuation Office Agency, valuing the freehold Land & Buildings transferred on conversion at £12,809,941 in accordance with the requirements of the accounting standard FRS 102. On 1 September 2022 based on a desk-top valuation from the ESFA the land and buildings increased in value to £15,870,000 from a depreciated replacement cost of £12,477,713. The value of freehold land which is not depreciated is £3,300,000.

## 13 STOCK

	2023 £'000	2022 £'000
Catering	5	4

## 14 DEBTORS

	2023 £'000	2022 £'000
Trade debtors	6	1
VAT recoverable	136	107
Other debtors	338	13
Prepayments and accrued income	39	35
	<u>519</u>	<u>156</u>

Included within other debtors is prepaid trip expenditure of £327,552.

## 15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £'000	2022 £'000
Trade creditors	176	132
Taxation and social security	109	106
Salix loan	4	4
Accruals	75	177
Deferred income	31	17
Other creditors	778	412
	<u>1,173</u>	<u>848</u>

Included within other creditors is trip income received in advance of £626,704.

**15 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR (cont'd)**

	2023	2022
	£'000	£'000
Deferred Income		
Deferred income at 1 September	17	41
Resources deferred in the year	31	17
Amounts released from previous years	(17)	(41)
Deferred income at 31 August	<u>31</u>	<u>17</u>

At the balance sheet date the academy was holding funds received in advance for 2023/24 for other grants £1,299 (2022: £1,299), catering £16,312 (2022: £14,893), lettings £1,270 (2022: £1,170), pupil premium £1,580 (2022: £Nil), tutoring programme £2,008 (2022: £Nil), early career framework £1,600 (2022: £Nil), homes for Ukraine £6,970 (2022: £Nil) and other income £15 (2022: £Nil).

**16 CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	2023	2022
	£'000	£'000
Creditors include amounts not wholly repayable within 5 years as follows:		
Salix loan	<u>6</u>	<u>10</u>

The academy has taken out 3 ESFA approved Salix loans for: windows £8,098 repayable over 8 years; boiler £20,224 repayable over 8 years and loft insulation £7,992 repayable over 6 years. All loans are interest free and are repayable in six monthly instalments over the terms of the loans.

**17 FUNDS**

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

	Balance at 1 September 2022	Incoming Resources £'000	Resources Expended £'000	Gains, Losses & Transfers £'000	Balance at 31 August 2023 £'000
<b>Restricted general funds</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
General annual grant (GAG) (note i)	864	7,066	(6,475)	(48)	1,407
Post 16-19 funding		172	(172)		
Pupil premium - ESFA (note ii)	5	20	(25)		
Teachers pension grant	-	118	(118)		
Teachers pay grant	-	1	(1)		
Rates relief	-	30	(30)		
Pupil premium - LA	-	11	(11)		
Local authority - SEN	-	37	(37)		
School catering	10	428	(438)		
School Led Tutoring	-	1	(1)		
Covid recovery premium	-	6	(6)		
Supplementary Income	-	140	(140)		
Mainstream School Additional grant	-	61	(61)		
Other ESFA restricted grants (note ii)	-	8	(8)		
Other restricted (note iii)	-	25	(25)		
	<u>879</u>	<u>8,124</u>	<u>(7,548)</u>	<u>(48)</u>	<u>1,407</u>
<b>Restricted fixed asset funds</b>					
Fixed assets donation (note iv)	8,649	160	(176)	3,175	11,808
ESFA capital grants (note iv)	3,449	182	(167)	213	3,677
Capital expenditure from GAG (note v)	785	-	(75)	56	766
Donated fixed assets - ESFA	6	-	-	-	6
<b>Total restricted funds</b>	<b>12,889</b>	<b>342</b>	<b>(418)</b>	<b>3,444</b>	<b>16,257</b>
<b>Restricted pension scheme liability</b>					
Pension reserve (note vi)	(184)	-	(97)	281	-
	<u>(184)</u>	<u>-</u>	<u>(97)</u>	<u>281</u>	<u>-</u>
<b>Total restricted funds</b>	<b>13,584</b>	<b>8,466</b>	<b>(8,063)</b>	<b>3,677</b>	<b>17,664</b>
<b>Unrestricted funds</b>					
Unrestricted funds (note vii)	636	84	-	-	720
<b>Total unrestricted funds</b>	<b>636</b>	<b>84</b>	<b>-</b>	<b>-</b>	<b>720</b>
<b>Total Funds</b>	<b>14,220</b>	<b>8,550</b>	<b>(8,063)</b>	<b>3,677</b>	<b>18,384</b>

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

## 17 FUNDS (cont'd)

**Notes**

- i) General Annual Grant must be used for the normal running costs of the academy. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it would carry forward at 31 August 2023.
- ii) Other ESFA and local authority grants are utilised for the purposes intended. Grants include SEN, pupil premium, devolved formula revenue and other grants.
- iii) Other restricted general funds include payments made in advance towards academy trips that will take place in the future.
- iv) Restricted fixed assets were initially funded by WCC donating Academy land and buildings. Subsequently, DFE/ESFA capital grants and loan have been used to fund additions. Depreciation is then charged against these assets over the life of the asset. The Trust applies the revaluation model to freehold land & buildings. During the year, revaluation gains of £3,396k (2022: £Nil) have been
- v) The gross transfer from the restricted general fund to the restricted fixed asset fund of £48,000 (2022: £359,000) represents the total capital expenditure from the General Annual Grant (GAG) during the year.
- vi) The pension reserve represents the deficit on the Local Government Pension Scheme (see note 28).
- vii) Unrestricted funds include voluntary payments made to the school fund and surpluses transferred on academy conversion to be spent at the discretion of the governors.

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

	Balance at 1 September 2021 £'000	Incoming Resources £'000	Resources Expended £'000	Gains, Losses & Transfers £'000	Balance at 31 August 2022 £'000
<b>Restricted general funds</b>					
General annual grant (GAG) (note i)	514	6,660	(5,951)	(359)	864
Post 16-19 funding	-	109	(109)	-	-
Pupil premium - ESFA (note ii)	-	24	(19)	-	5
Teachers pension grant	-	113	(113)	-	-
Teachers pay grant	-	40	(40)	-	-
Rates relief	-	28	(28)	-	-
Pupil premium - LA	-	6	(6)	-	-
Local authority - SEN	-	27	(27)	-	-
School catering	-	428	(418)	-	10
ESFA Covid 19 funding	-	20	(20)	-	-
Other ESFA restricted grants (note ii)	-	69	(69)	-	-
Other restricted (note iii)	2	29	(31)	-	-
	<b>516</b>	<b>7,553</b>	<b>(6,831)</b>	<b>(359)</b>	<b>879</b>
<b>Restricted fixed asset funds</b>					
Fixed assets donation (note iv)	9,006	8	(365)	-	8,649
ESFA capital grants (note iv)	3,304	349	(204)	-	3,449
Capital expenditure from GAG (note v)	491	-	(65)	359	785
Donated fixed assets - ESFA	7	2	(3)	-	6
<b>Total restricted funds</b>	<b>12,808</b>	<b>359</b>	<b>(637)</b>	<b>359</b>	<b>12,889</b>
<b>Restricted pension scheme liability</b>					
Pension reserve (note vi)	(2,011)	-	(308)	2,135	(184)
	<b>(2,011)</b>	<b>-</b>	<b>(308)</b>	<b>2,135</b>	<b>(184)</b>
<b>Total restricted funds</b>	<b>11,313</b>	<b>7,912</b>	<b>(7,776)</b>	<b>2,135</b>	<b>13,584</b>
<b>Unrestricted funds</b>					
Unrestricted funds (note vii)	554	82	-	-	636
<b>Total unrestricted funds</b>	<b>554</b>	<b>82</b>	<b>-</b>	<b>-</b>	<b>636</b>
<b>Total Funds</b>	<b>11,867</b>	<b>7,994</b>	<b>(7,776)</b>	<b>2,135</b>	<b>14,220</b>



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

## 18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2023 are represented by:

	Unrestricted Funds £'000	Pension Restricted Funds £'000	General Restricted Funds £'000	Fixed Assets Restricted Funds £'000	Total £'000
Tangible fixed assets	-	-	-	16,201	16,201
Current assets	720	-	2,586	56	3,362
Current liabilities	-	-	(1,173)	-	(1,173)
Non-current liabilities	-	-	(6)	-	(6)
Pension scheme liability	-	-	-	-	-
	<u>720</u>	<u>-</u>	<u>1,407</u>	<u>16,257</u>	<u>18,384</u>

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

Fund balances at 31 August 2022 are represented by:

	Unrestricted Funds £'000	Pension Restricted Funds £'000	General Restricted Funds £'000	Fixed Assets Restricted Funds £'000	Total £'000
Tangible fixed assets	-	-	-	12,985	12,985
Current assets	636	-	1,737	(96)	2,277
Current liabilities	-	-	(848)	-	(848)
Non-current liabilities	-	-	(10)	-	(10)
Pension scheme liability	-	(184)	-	-	(184)
	<u>636</u>	<u>(184)</u>	<u>879</u>	<u>12,889</u>	<u>14,220</u>

## 19 CAPITAL COMMITMENTS

Contracted for, but not provided in the financial statements  
 Authorised by governors, but not yet contracted

2023 £'000	2022 £'000
Nil	Nil
<u>Nil</u>	<u>Nil</u>

## 20 COMMITMENTS UNDER OPERATING LEASES

*Operating leases*

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

	2023 £'000	2022 £'000
- Within one year	27	28
- Between two to five years	55	46
- After five years	-	-
	<u>82</u>	<u>74</u>

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

## 21 RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£'000	£'000
Net income for the reporting period (as per the SOFA)	487	218
Adjusted for:		
Depreciation (note 12)	416	637
Loss on disposal	2	-
Capital grants from DfE and other capital income	(342)	(359)
Interest receivable	(2)	-
Defined benefit pension scheme cost less contributions payable (note 28)	88	273
Defined benefit pension scheme finance cost (note 28)	9	35
(Increase)/decrease in stock	(1)	3
(Increase)/decrease in debtors	(363)	3
Increase/(decrease) in creditors	325	(23)
<b>Net cash provided by operating activities</b>	<b>619</b>	<b>787</b>

## 22 CASH FLOWS FROM INVESTING ACTIVITIES

	2023	2022
	£'000	£'000
Interest received	2	-
Purchase of tangible fixed assets	(238)	(886)
Capital grants from DfE/ESFA	342	359
<b>Net cash provided by/(used in) investing activities</b>	<b>106</b>	<b>(527)</b>

## 23 CASH FLOWS FROM FINANCING ACTIVITIES

	2023	2022
	£'000	£'000
Repayments of borrowing	(4)	(4)
Cash inflows from new borrowing	-	-
<b>Net cash used in financing activities</b>	<b>(4)</b>	<b>(4)</b>

## 24 ANALYSIS OF CASH AND CASH EQUIVALENTS

	At 31 Aug 2023	At 31 Aug 2022
	£'000	£'000
Cash in hand and at bank	2,838	2,117
<b>Total cash and cash equivalents</b>	<b>2,838</b>	<b>2,117</b>

## 25 ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2022	Cash Flows	At 31 Aug 2023
	£'000	£'000	£'000
Cash at bank	2,117	721	2,838
Overdraft	-	-	-
	<b>2,117</b>	<b>721</b>	<b>2,838</b>
Loans within one year	(4)	-	(4)
Loans within more than one year	(10)	4	(6)
	<b>2,103</b>	<b>725</b>	<b>2,828</b>

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****26 CONTINGENT LIABILITIES**

During the period of the Funding Agreement, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Academy is required either to re-invest the proceeds or to repay to the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as a result of the Secretary of State or the Academy serving notice, the Academy shall repay to the Secretary of State sums determined by reference to:

- a) the value at that time of the Academy's site and premises and other assets held for the purpose of the Academy; and
- b) the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the Funding Agreement.

As a result of the *Harpur Trust v Brazel* (2011) case, the Supreme Court has ruled that employees who only work for part of the year are entitled to 5.6 weeks of holiday pay like employees that work all year round.

The government hopes to amend legislation to allow holiday entitlement to be pro-rated for part-year and irregular hours workers, so that annual leave is directly proportionate to the time they spend working. Pending any law change being approved by parliament, there remains a potential obligation for the Trust of uncertain timing, value and likelihood.

**27 MEMBERS' LIABILITY**

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

**28 PENSION AND SIMILAR OBLIGATIONS**

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

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

The total pension cost to the Academy during the year ended 31 August 2023 was £1,146,000 (2022: £1,264,000) of which £845,000 (2022: £783,000) relates to the TPS and £301,000 (2022: £481,000) relates to LGPS.

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

Contributions amounting to £96,300 were payable to the schemes at 31 August 2023 (2022: £91,017) and are included within other creditors.

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

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

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

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

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

**Valuation of the Teachers' Pension Scheme**

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

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

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

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

The employer's costs paid to TPS in the period amounted to £845,000 (2022: £783,000).

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

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

The LGPS is a funded defined benefit scheme, with the assets held in a separate trustee administered funds. The total contributions made for the year ended 31 August 2023 was £260,000 (2022: £223,000) of which employers contributions totalled £204,000 (2022: £173,000) and employees contributions totalled £56,000 (2022: £50,000).

The agreed contributions for future years are 22.6% (2022: 22.6%) for employers and ranges from 5.5% to 9.9% (2022 : 5.5% to 9.9%) for employees.

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

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

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

## Local Government Pension Scheme (cont'd)

## Principal Actuarial Assumptions

The major assumptions used by the actuary were:

	2023	2022
	% per annum	% per annum
Discount rate	5.2%	4.3%
Salary increases	4.0%	3.9%
Pension increase	3.0%	3.1%

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

	2023	2022
	Approx	Approx
	£'000	£'000
Discount rate reduced by 0.1% per annum	69	66
Assumed pension increased by 0.1% per annum	62	59
Salary growth increased by 0.1% per annum	8	8

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

	2023	2022
	years	years
Longevity at age 65 retiring today		
- Men	19.7	21.6
- Women	23.8	24.1
Longevity at age 65 retiring in 20 years		
- Men	22.4	22.7
- Women	25.9	25.9

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

	Fair value at	Fair value at
	31 August	31 August
	2023	2022
	£'000	£'000
Equity instruments	1,764	1,488
Debt instruments	760	670
Property	487	272
Cash	30	50
<b>Total market value of assets</b>	<b>3,041</b>	<b>2,480</b>
<b>Present value of scheme liabilities</b>		
- Funded	(3,041)	(2,480)
- Unfunded	-	(184)
<b>Total liabilities</b>	<b>(3,041)</b>	<b>(2,664)</b>
<b>Deficit in the scheme</b>	<b>-</b>	<b>(184)</b>

The actual return on the scheme assets in the year was a deficit of £25,000 (2022: £104,000 deficit).

	2023	2022
	£'000	£'000
<b>Amounts recognised in the Statement of Financial Activities</b>		
Current service cost	292	446
Interest income	(110)	(41)
Interest cost	119	76
<b>Total amount recognised in the SoFA</b>	<b>301</b>	<b>481</b>

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

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

## Changes in deficit during the period

	2023	2022
	£'000	£'000
Balance at 1 September 2022	184	2,011
Movement in year:		
- Employer service cost (net of employee contributions)	292	446
- Employer contributions	(204)	(173)
- Expected return on scheme assets	(110)	(41)
- Interest cost	119	76
- Actuarial gain	(281)	(2,135)
<b>Deficit in the scheme at 31 August 2023</b>	<b>-</b>	<b>184</b>

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

	2023	2022
	£'000	£'000
Balance at 1 September 2022	2,664	4,393
Current service cost	292	446
Interest cost	119	76
Contributions by scheme participants	56	50
Benefits paid	(23)	(21)
Actuarial gain	(67)	(2,280)
<b>Scheme liabilities at 31 August 2023</b>	<b>3,041</b>	<b>2,664</b>

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

	2023	2022
	£'000	£'000
Balance at 1 September 2022	2,480	2,382
Expected return on scheme assets	110	41
Actuarial gain/(loss)	214	(145)
Contributions by employer	204	173
Benefits paid	(23)	(21)
Contributions by scheme participants	56	50
<b>Fair value of scheme assets at 31 August 2023</b>	<b>3,041</b>	<b>2,480</b>

The estimated value of employer contributions for the year ended 31 August 2024 is £205,000 (2023: £173,000).



**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023 (cont'd)****29 RELATED PARTY TRANSACTIONS**

Owing to the nature of the Academy Trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a member of the board of trustees may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions. During the year ended 31 August 2023 there were no such transactions.

No related party transactions took place in the period of account, other than certain trustee's remuneration and expenses already disclosed in note 10.

**30 AGENCY ARRANGEMENTS**

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2023 the trust received £37,450 (2022: £35,790) and disbursed/repaid £36,200 (2022: £25,664) from the fund. £17,692 (2022: £7,705) is to be repaid to the ESFA. An amount of £37,450 (2022: £35,794) is included in other creditors relating to the undistributed funds that is repayable to the ESFA.

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

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

