

**Redborne Upper School
and Community
College**

**Annual Report and Financial
Statements**

31 August 2024

Company Limited by Guarantee
Registration Number
07566436 (England and Wales)

Contents

Reports

Reference and administrative information	1
Governors' report	3
Governance statement	17
Statement on Regularity, propriety and compliance	22
Statement of governors' responsibilities	23
Independent auditor's report on financial statements	24
Independent reporting accountant's report on regularity	30

Financial statements

Statement of financial activities incorporating income & expenditure account	32
Balance sheet	33
Statement of cash flows	34
Principal accounting policies	35
Notes to the financial statements	41

Reference and administrative information

Members
Dr. R. A'Court
Mr. C. Birtwisle
Mr. B. Farbon

Trustees
Mr O. Button*
Mr G. Coombs
Mrs C. Crowther
Mrs C. Davies*
Mr. A. Day
Mrs V. Hale (Staff Governor)
Mr. R. Last (resigned 1 July 2024)
Professor. J. Morris*
Mrs. D. Nunn (Staff Governor)
Mrs H. Smith* (appointed 1 September 2023)
Mrs. E. Tebbutt (Vice chair)
Mr. C. Templeman* (Chair)
Ms. B. Woodward

* members of the Finance Committee

Company Secretary A French

Senior Leadership Team

Headteacher O Button
Deputy Head A French
Deputy Head C Graves

Assistant Headteacher G Armstrong
Assistant Headteacher N Brennan
Assistant Headteacher M Jones
Assistant Headteacher D McGuigan
Assistant Headteacher J Trapp
Assistant Headteacher K Wheeler

Registered address
Flitwick Road
Amphill
Bedfordshire
MK45 2NU

Company registration number 07566436 (England and Wales)

Reference and administrative information

Auditor Buzzacott LLP
130 Wood Street
London
EC2V 6DL

Bankers NatWest Bank
152 Silbury Boulevard
Central Milton Keynes
MK9 1LT

Solicitors Stone King LLP
Boundary House
Charterhouse Street
London
EC1M 6HR

Governors' report Year ended 31 August 2024

The governors of Redborne Upper School and Community College ('the School') present their statutory report together with the financial statements of the School for the year ended 31 August 2024. The annual report serves the purposes of both a governors' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out on pages 35 to 40 of the attached financial statements and comply with the School's memorandum and articles of association, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102), effective from accounting periods commencing 1 January 2015 or later.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The School's memorandum and articles of association are the primary governing documents of the Academy Trust.

The governors act as the trustees for the charitable activities of Redborne Upper School and Community College and are also the directors of the School for the purpose of company law. The School is known as Redborne Upper School and Community College. Details of the governors who served throughout the period are detailed on page 5. The School was incorporated on 16 March 2011 and the School converted to an Academy Trust on 1 April 2011.

Members' liability

Each member of the School undertakes to contribute to the assets of the School 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 as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

In accordance with normal practice, the School has purchased insurance to protect the governors and officers from claims arising from negligent acts, errors or omissions whilst on School business. The cover under the policy is £2 million. It is not possible to quantify the trustees and officers indemnity element from the overall insurance cost.

Governors' duties and responsibilities

1. The conduct of the School (i.e. ethos, appearance, attitudes, level of parental support, etc.) is under the direction of the governors. The Headteacher is responsible for the internal organisation and management of the School.
2. The governors can modify the curriculum policy to match their aims for the School. The determination and organisation of the secular curriculum is the responsibility of the Head.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Governors' duties and responsibilities (continued)

3. The governors share responsibility with DfE and the Headteacher for ensuring that:
 - ◆ the National Curriculum is followed;
 - ◆ only approved external qualifications and syllabuses are offered to students;
 - ◆ religious education is provided for all in accordance with the agreed syllabus.
4. The governors must try to ensure that the right provision is made for students with special educational needs.
5. The governors must have a policy on whether and how sex education should be provided at the School.
6. The governors must decide how the School's delegated budget is spent, and ensure that accurate accounts are kept.
7. The governors must implement a Charging Policy in line with Government legislation.
8. The governors must decide how many staff should work at the School and who should be appointed. They can recommend dismissal of staff and should set out disciplinary rules and procedures. They can use their discretion over the award of incentive allowances.
9. Discipline: The governors may draw up a written statement of general principles to the Headteacher and must hear any appeals by parents against exclusion.
10. The governors control the use of premises outside school time and should periodically inspect the premises and keep the Local Education Authority informed as to the condition and state of repair under the terms of a 125 year lease.
11. The governors must ensure that attendance registers are kept properly.

Principal activities

The School's principal activity is to establish and maintain a school which provides education to pupils of different abilities who are mainly drawn from the area in which the School is situated.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Governors

The governors are directors of the School for the purposes of the Companies Act 2006. The following governors were in office at 31 August 2024 and served throughout the year except where shown.

Governor	Appointed/Resigned	
Dr R A'Court		Member of the Academy Trust
Mr C Birtwisle		Member of the Academy Trust
Mr B Farbon		Member of the Academy Trust
Mr O Button		Trustee of the Academy Trust
Mr G Coombs		Trustee of the Academy Trust
Mrs C Crowther		Trustee of the Academy Trust
Mrs C Davies		Trustee of the Academy Trust
Mr A Day		Trustee of the Academy Trust
Mrs V Hale		Trustee of the Academy Trust
Mr R Last	Resigned 1 July 2024	Trustee of the Academy Trust
Professor J Morris		Trustee of the Academy Trust
Mrs D Nunn		Trustee of the Academy Trust
Mrs H Smith	Appointed 1 Sept 2023	Trustee of the Academy Trust
Mrs E Tebbutt		Trustee of the Academy Trust
Mr C Templeman		Trustee of the Academy Trust
Ms B Woodward		Trustee of the Academy Trust

Method of recruitment and appointment or election of governors

The Governing Body comprises of 3 members and 12 trustees (2 parent governors, 8 community governors and 2 staff governors) and the Headteacher as ex-officio governor. The parent governors are elected by the parent body of the School. The staff governors are elected by the School's staff. The community governors are appointed by the members of the Academy Trust and may be reappointed after the end of their term of office. Individuals may request to join the Governing Body and the members of the Academy Trust may decide to invite one of these individuals to join should a vacancy arise.

Policies and procedures adopted for the induction and training of governors

All governors undertake training as appropriate to their work at the School. New governors will be provided with an induction programme delivered in-house. A log is kept of all governor training and reviewed on a regular basis at the full Governing Body meetings.

Organisational structure

The governors, who are also the charity trustees, are responsible for the overall management and control of the School and meet at least three times a year.

The work of reviewing and monitoring most policies is delegated to the members of the Committees as outlined below. They all work under the chairmanship of a governor appointed at the first committee meeting in each academic year. Terms of reference of these committees are agreed annually at these meetings. The Clerk to the governors co-ordinates the work of the governors and their Committees, prepares agendas and papers and reviews matters arising. The Business Manager prepares the financial statements on behalf of the governors.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisational structure (continued)

All governors give their time to the role freely, no remuneration and no expenses were paid in the period.

Each of the six sub-committees, which are detailed below with their responsibilities, can make recommendations that must be endorsed by the Full Governing Body. The Committees and the Governing Body meet three times per year.

Premises and Community Sub-Committee

- ◆ Encourage links between the School and local business, arts, sports organisations, etc.
- ◆ Promote the School in the community use of premises. Condition of the buildings, maintenance, improvement or extension, reviewing quotations from contractors. Monitoring School grounds and cleaning arrangements. Usage, efficiency and potential development of the School premises.
- ◆ Health and Safety at Work.

Curriculum and Student Welfare Sub-Committee

- ◆ Oversee the School's curriculum and monitor standards.
- ◆ National Curriculum.
- ◆ Curricular policies, Curriculum Development Plan.
- ◆ Inspectors' reports, examination results, Learning Support.
- ◆ Reporting to parents.
- ◆ Discipline, admissions, times of school day.
- ◆ General welfare of students.

Finance Sub-Committee

- ◆ Draw up the annual revenue budget. Confirm purchases over £25,000.
- ◆ Monitor income and expenditure, consider auditor's reports.
- ◆ Authorise virement. Oversee capital expenditure.
- ◆ Lettings policies, charges to students.
- ◆ Receive audited financial statements.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Organisational structure (continued)

Personnel Sub-Committee (as required)

- ◆ Staff conditions of service.
- ◆ Staff and governor training.
- ◆ Staff discipline.
- ◆ Staff appraisal.
- ◆ Staff recruitment.

Disciplinary/Exclusions Sub-Committee (as required)

- ◆ Appeals from parents against exclusion of pupils.
- ◆ Appeals from parents regarding admissions.
- ◆ Appeals from staff regarding pay or discipline.
- ◆ Appeals from parents regarding the curriculum.

Salaries Sub-Committee

- ◆ Staff pay policy.
- ◆ Staff salaries.

The governors determine the general policies of the School. The day to day running of the School is delegated to the Headteacher, supported by the Senior Leadership Team. The Headteacher undertakes the key leadership role overseeing educational, pastoral and administrative functions in consultation with the Senior Leadership Team. The day to day administration is undertaken within the policies and procedures approved by the governors. Only significant expenditure decisions and major capital projects should be referred to the governors for prior approval.

The Headteacher is an ex-officio governor, and Accounting Officer, and attends all Governing Body meetings. Deputy Headteachers, the Assistant Headteachers and the Business Manager are invited to attend governors' meetings as appropriate.

Arrangements for setting pay and remuneration of key management personnel

A special subcommittee of the Board of Governors meets in the first term of the school year to review the performance of the headteacher against previously agreed targets. This committee makes recommendation about the level of remuneration for the year. All other staff have defined pay structures and scale point ranges and progression is defined in the school's pay policy for teaching and support staff.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the period	Full-time equivalent employee number
One	0.6

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	£40,895
Total pay bill	£9,217,249
Percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0.44%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	100%
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Risk management

The governors conduct an annual review of the major risks to which the School is exposed.

The governors are responsible for the overseeing of the risks faced by the School. Detailed considerations of risk are delegated to the Senior Leadership Team of the School. Risks are identified, assessed and controls established throughout the period. A risk review has been undertaken and an analysis prepared. Risk is managed under the headings of strategic and reputational risks, operational risks, compliance risks and financial risks as recommended by the ESFA's Academy Trust Handbook.

Through the risk management processes in place at the School, the governors are satisfied that the major risks identified will be adequately mitigated where necessary. It is recognised that systems can only provide reasonable, but not absolute, assurance that major risks will be adequately managed.

Connected organisations, including related party relationships

As part of its work, the School has a formal partnership with Bedford University, Central Bedfordshire Council and School Direct to provide Graduate Teacher Training and teacher training in the area. The School is host to the Redborne School Sports Partnership that is funded by grant income and subscriptions from partner schools.

The governors annually review these partnerships with these partner institutions.

OBJECTIVES AND ACTIVITIES

Objects and aims

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

Objectives, strategies and activities

This statement of objectives provides a framework for all that we are striving to achieve at Redborne Upper School and Community College. It is intended to give guidelines to governors, staff, students, parents and carers to ensure a common sense of purpose. The two basic objectives are as follows:

- ◆ To foster the spiritual, emotional, moral, social, cultural, mental and physical development of all students, both as individuals and as members of society, and thus seek to realise each student's full potential in all areas of school life.
- ◆ To prepare all students to approach positively and confidently the opportunities, responsibilities and experiences of adult life.

At Redborne Upper School and Community College we aim for:

- ◆ **Academic excellence**, by providing a broad, balanced, stimulating and flexible curriculum that centres on the needs and engagement of the individual student, placing teaching and learning at the heart of our professional development programme, recruiting and retaining high-quality staff and maintaining a sharp focus on monitoring progress.
- ◆ **Shared values** such as tolerance, caring for others, democracy, self-discipline, independence and mutual respect to foster the spiritual, emotional, moral, social and cultural development of students both as individuals and as citizens in society.
- ◆ **Outstanding education** in its broadest sense, through a vibrant programme of curricular, pastoral and extra-curricular activities, to prepare students for a positive and confident approach to the next stage of their education, training or employment and for adult life.

The three sub-headings within these aims make up our 'strapline' that appears on school documents and is publicised and promoted around the school.

In July 2024, the school received an overall effectiveness grade of Good (with Good received in all the sub-categories) following a visit from Ofsted.

Public Benefit

In setting the School's objectives and planning its activities, the Governing Body have given careful consideration to the Charity Commission's general guidance on public benefit. The Governing Body consider that all activities undertaken fall within the guidance.

ACHIEVEMENT AND PROGRESS 2023-24

Exam results 2024

Attainment – Key Stage 4:

The Attainment 8 figure this year was 46.1, a decrease from last year's 47.5, but in line with the national results at 46.2. Attainment does not take into account the academic strength of the cohort, and this year they were, on average, a weaker cohort of students.

The percentage of students achieving a grade 4 and above in both English and Maths was 67.8%. This is a decrease on last year's 72%, but higher than the national results at 65%. The grade 5 and above in both English and Maths, was noticeably lower this year at 43.7%, compared to 51% last year, and below that nationally at 45%.

Progress – Key Stage 4:

The Progress 8 measure is +0.09, an improvement on +0.04 last year. This measure does take into account the context of the cohort and reflects the grades that they are expected to be achieving.

Based on their prior attainment, we were expected to get 63% of students a grade 4 or above in both English and Maths. 68% of students achieved a grade 4 or above. This 5% increase is around 20 additional students getting these crucial grades.

Despite the grade 5 measure being noticeably down, the same is true here. We were expected to get 40% of students a grade 5 or higher in both English and maths, and we got 44%; the attainment grades are lower as this was a weaker cohort.

A noticeable difference this year was in the "open bucket", typically filled with option subjects. Based on previous national data, our results this year suggested that this would be slightly negative at -0.02. However, this is +0.15. This reflects changes that have been taking place in the way in which vocational subjects are assessed; increasing the rigour of many subjects. Redborne does not restrict our curriculum offer, pushing students into subjects where it is easier to get grades. Many schools that have done this have suffered in this measure, pushing up our value-added score.

ACHIEVEMENT AND PROGRESS 2023-24 (continued)

Key Stage 5 – A levels and vocational subjects at Level 3

Headline data

Attainment measures were strong this year. For academic qualifications, the average point score (APS) was 35.1, up from 31.9 last year and better than the national average of 33. This equates to an average grade of a B- (last year it was a C+).

The applied qualifications improved, from an already very high level. The APS was 39.2, up from 31.3 last year and significantly higher than the national average at 28.9. The average grade was a Distinction.

The technical qualification results were in-line with last year, again at an already very high place. The APS was 39.9, slightly down on last year at 40.7, but significantly up on the national average at 28.6. The average grade was a Distinction.

These results are the highest attainment grades of all schools in Central Bedfordshire.

This year's progress data is not a meaningful indicator of success. The data it is referencing is pre-COVID benchmarks. This cohort of students had adjustments made at Key Stage 4, due to COVID. The DfE will, at some point, provide data that can be used to accurately measure progress and a greater level of analysis will be possible.

FINANCIAL REVIEW

Financial report for the year

The net movement on funds for the year amounted to a decrease of £436,788 (2023 – increase of £610,789). An element of the movement relates to an actuarial loss of £141,000 (2023 – gain of £780,000) and a loss on disposal of £138,248 on fixed assets. The results for the year are shown on page 32.

The majority of the School's funding was provided by the Educational and Skills Funding Agency (ESFA). The Academy's total income for the year ended 31 August 2024 amounted to £12,225,943 (2023 – £11,729,914) which included capital funding of £33,585 (2023 – £97,377). Expenditure for the period totalled £12,521,731 (2023 – £11,899,125). In addition, there was an actuarial loss on the defined benefit pension scheme of £141,000 (2023 – gain of £780,000). Excluding the movement on the fixed asset fund and pension reserve, the operational deficit for the year ended 31 August 2024 was £186,172 (2023 – surplus of £149,277).

The School held fund balances of £13,800,320 (2023 – £14,237,108) at 31 August 2024 which included a deficit on unrestricted funds of £498,006 (2023 – deficit of £418,328), whilst the remainder of the funds were restricted. At 31 August 2024, the School was in a net current liability position of £166,719 (2023 – net current asset of £22,379).

In 2024, the School made a conscious decision to spend unrestricted funds (from a sinking fund built up over 12 years) to refurbish the FA 3G football pitch and protect the future income and protect the quality of the facilities so the students and the local community can continue to benefit from them.

Financial and risk management objectives and policies

The governors have created a risk register that is reviewed annually which covers the following:

- ◆ the type of risks the School faces and the risks regarded as tolerable;
- ◆ the likelihood of the risks materialising and the School's ability to reduce their incidence and impact on the School's operations; and
- ◆ control procedures which can respond quickly to evolving risks arising from factors within the School and to changes in the external environment.

The principal risks and uncertainties facing the School include:

- ◆ Financial control risk resulting in serious budget deficit. As at 31 August 2024, GAG carry over balance was nil and unrestricted reserves were in deficit by £498,006. The School Business Manager provides regular updates of the financial outlook. In previous years the Responsible Officer role has been conducted by a trustee from the Governing Body. For the academic year 2023/24 onwards, the School has commissioned an external Responsible Officer to undertake termly inspection of the financial systems.
- ◆ Recruitment of students year on year into Years 9 and 12. The School into year 9 remains over-subscribed and as a result, the number of students across years 9 to 11 in the School has remained consistently high. Recruitment into year 12 has taken a slight dip in the past two years and a robust recruitment campaign has seen numbers increase for 2024-25. This has helped to mitigate any pressures on costs by increasing funding. This level of recruitment will need to be maintained in order to be able to continue to do this.
- ◆ Estates safety and management. The School completes and updates the DfE recommended self-assessment tool on estate management known as GEMS (Good Estate Management for Schools).
- ◆ Natural risk – uncontrollable event e.g. fire. The School has annual inspection of fire alarms, emergency lighting and extinguishers. We undertake weekly testing of emergency lighting and alarms.
- ◆ Failure to comply with Health and Safety legislation resulting in an employee/student or visitor being injured or killed. The School has contracts with Bedford Borough Council for advice on health and safety and individuals are supported by access to Human Resource Management and Occupational Health.
- ◆ A reduction in the real terms value of national funding for secondary education. Sound financial planning helps to mitigate the impact of this decrease in funding.
- ◆ Failure to comply with Employment law resulting in litigation or tribunals. The School has a contract with Bedford Borough Council for advice on Human Resource Management.
- ◆ Competition for funding, reputation/stakeholder risk – achievement standards falling or poor marketing, falling rolls. The School has a strong reputation and regularly promotes itself both internally and externally. Events such as the annual Open Evening and the Opportunities in Sixth Form are well advertised and well attended.

FINANCIAL REVIEW (continued)

Financial and risk management objectives and policies (continued)

- ◆ Technology risk – information security risk, virus risk/corruption of data risk. The School subscribes to the Bedford Borough Broadband service that has extensive filters and virus protection. A back up of the School computer server is made each day and is stored off site.
- ◆ Quality risk of suppliers e.g. capital project providers. Contracts above £20,000 are subject to tender and approval by governors on the basis of value for money and quality of reference of suppliers.

Reserves policy

The governors have concluded that the minimum level of free reserves equating to unrestricted general fund and unused GAG funds that the School should hold is £200,000. In exceptional circumstances the governors may suspend this policy for a fixed period of time. The reason for this is to provide sufficient working capital to provide resources to deal with unexpected emergencies, such as urgent maintenance, and to cover delays between spending and receipt of grants. The School's level of free reserves at 31 August 2024 was in deficit by £498,006 (2023 – deficit of £418,328) equating to the unrestricted general fund and the GAG carry over balance. The School plans to build up to a stronger reserves position over the next three years. This is through cost savings in areas such as staff salaries, as well as changes to non-salary operations such as alternative provision and transport. The latest budget for the year ending 31 August 2025 forecasts an in-year surplus of £200,000.

The School's share of the Local Government Pension Scheme (LGPS) at 31 August 2024 was a surplus of £582,000 (2023 – £116,000). Whilst the valuation suggests that the School's share of the assets and liabilities in the scheme are in a net asset position, the likelihood of that asset being realised either through refunds from the scheme or a significant reduction in contributions in the future is deemed to be remote, and therefore, the asset has not been recognised on the balance sheet as at 31 August 2024 – further details are provided within note 18 to the financial statements.

Going concern

The governors 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 School to continue as a going concern. The governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

The total free reserves carried forward as at 31 August 2024 were in deficit by £498,006 (2023 – deficit of £418,328). This is lower than the target level of reserves as stipulated in the reserves policy but an action plan has been put into place to ensure that the Academy Trust can recover its reserves position which has arisen historically in part due to some of the capital works being financed from revenue reserves as well as increase in costs. The latest budget for the year ending 31 August 2025 forecasts an in-year surplus of £200,000.

FINANCIAL REVIEW (continued)

Going concern (continued)

The governors do, however, recognise that there are a number of challenges in achieving this recovery in the short term, particularly given the more recent cost pressures resulting from high and fluctuating rates of inflation, and uncertainties which exist around the extent of future funding which will be made available by the Government in support of these issues. Therefore, whilst the governors are of the opinion that the financial statements should be prepared on a going concern basis, they have indicated that there are material uncertainties which exist in relation to this assessment.

Investment policy

The School's Investment Strategy is to:

1. Regularly monitor cash flow and current and fund bank account balances to ensure immediate financial commitments can be met (payroll and payments runs) and that the accounts have adequate balances to meet forthcoming commitments. In practice a working balance of between £200,000 and £300,000 is likely to be maintained.
2. Identify funds surplus to immediate cash requirements and transfer to the School's liquidity deposit account which bears a higher interest rate.
3. Periodically review interest rates and compare with other investment opportunities.
4. Only invest funds in risk free and immediately assessable deposit accounts.

Any change in policy requires the approval of the governors via the Finance Sub-Committee.

FUNDRAISING

The School undertakes a number of activities in relation to fundraising. This could be either for school improvement (the 'School Fund') or donations for charitable purposes.

Principal activities to achieve this are via:

- ◆ Non-uniform days for students and staff.
- ◆ Cake, ice-cream or savoury food sales at break and lunch times.
- ◆ Charity 'week' activities (by year group) such as 'sponge a teacher' or 'beat the goalie'.
- ◆ An annual letter to parents (sent out in the autumn term) asking for donations towards the School Fund.

The School carries out fundraising, mindful of the communities within which it operates and its duties under the Charities (Protection and Social Investment) Act 2016. The School does not use an outside agency for any form of fundraising. In undertaking fundraising activities, the School is aware of its duty to protect the public from undue pressure to donate. The School is not aware of any fundraising complaints for the year ended 31 August 2024.

FUTURE ACTIVITIES AND PLANS

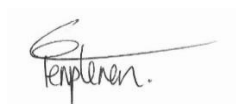
The School is currently in discussion with a local Multi Academy Trust and a number of its own pyramid of schools (middle and lower schools) with a view to joining the Multi Academy Trust together. The aim is to have this in place within the next 12 months.

AUDITOR

In so far as the governors are aware:

- ◆ there is no relevant audit information of which the School's auditor is unaware; and
- ◆ 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.

Governors' report, approved by order of the members of the Governing Body and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Templeman', with a long horizontal flourish extending to the right.

Christopher Templeman

Chairman

Date: 20/12/2024

Scope of responsibility

As governors, we acknowledge we have overall responsibility for ensuring that Redborne Upper School and Community College 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.

The Governing Body has delegated the day-to-day responsibility to the Headteacher, 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 the School and the Secretary of State for Education. The Headteacher is also responsible for reporting to the Governing Body 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 Body has formally met three times during the period. Attendance during the period at meetings of the Governing Body was as follows:

Members/Trustees	Number of meetings attended	Out of a possible
Mrs C Crowther	3	3
Mr A Day	3	3
Mr R Last	3	3
Mr O Button	3	3
Prof J Morris	3	3
Mrs D Nunn	3	3
Mrs E Tebbutt (Vice-chair)	3	3
Mr C Templeman (Chair)	3	3
Ms B Woodward	2	3
Mrs C Davies	3	3
Mr G Coombs	3	3
Mrs H Smith	3	3
Mrs V Hale	2	3
Dr R A'Court (Member)	1	1
Mr B Farbon (Member)	3	3
Mr C Birtwisle (Member)	-	-

The Governing Body has met three times during the year. The number of meetings has been considered by the Governing Body and in light of existing Committee structure and regular review of the School's finances by all governors between meetings, it was deemed that three meetings a year would be adequate.

Governance (continued)

The Finance Committee is a sub-committee of the main Governing Body. Its purpose and responsibilities are described on page 6.

Attendance at meetings in the period was as follows:

Governor	Number of meetings attended	Out of a possible
Mrs H Smith (Chair from Nov 2023)	4	4
Mr C Templeman (Chair until Nov 2023)	4	5
Mr O Button	5	5
Prof J Morris	5	5
Mrs C Davies	5	5

Conflicts of interest

The Governors complete declaration of interests form annually and this is entered onto the Register of Interests which is disclosed on the Academy's website. The Governors have a legal duty to act in the best interests of the Academy. They ensure not to put themselves in a position where their duties as governors may conflict with any personal interests they may have. Any conflicting interests (where applicable) are openly declared and systems are in place to ensure relevant information is available to management to enhance their ability to identify conflicts.

Governance reviews

In the Spring of 2018 the School put into place new Articles of Association, in line with current guidelines. These were adopted at the first full governors meeting in November 2018. As a result, the Governing Body of the Academy Trust consists of three members and thirteen trustees.

Review of value for Money

As Accounting Officer, the Headteacher has responsibility for ensuring that the School delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received. In this regard, the school has completed the DfE self-assessment tool (GEMS).

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during the academic year, and reports to the Governor Body where value for money can be improved, including the use of benchmarking data where available.

In 2023/24 the School continued to look carefully at staffing requirements for teaching and support staff and tried to reduce it through natural wastage and taking on new staff on a part-time basis where possible. This is to continue to reduce the FTE for 2023/24 and beyond whilst also undertaking a curriculum review but without an impact on the curriculum as a whole.

Review of value for Money (continued)

The School monitors best value principles by requiring the school managers to provide feedback on:

- ◆ Benchmarking against similar institutions;
- ◆ Annual budget planning and annual financial review;
- ◆ Periodic financial review by the Business Manager; and
- ◆ Analysis of pupil performance data and the efficiency of the curriculum provision and the construction of the timetable by the Senior Leadership Team.

Measurable outcomes include:

- ◆ Annual outturn budget;
- ◆ Examination results;
- ◆ Student recruitment to the school, the sixth form and individual courses; and
- ◆ The annual review of planning objectives of the development plan.

Relevant documentation includes:

- ◆ OFSTED Inspection Reports;
- ◆ The school Self-Evaluation Form (SEF);
- ◆ Reports of meetings of the Governing Body's sub committees;
- ◆ Reports of meetings of the full Governing Body meetings;
- ◆ The annual report to parents; and
- ◆ The School Development Plan.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the School's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place at the School for the year ended 31 August 2024 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Governing Body has reviewed the key risks to which the School is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is an ongoing process for identifying, evaluating and managing the School's significant risks that has been in place for the year ended 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the governing body.

The risk and control framework

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

- ◆ comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the governing body;
- ◆ regular reviews by the Finance Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- ◆ setting targets to measure financial and other performance;
- ◆ clearly defined purchasing (asset purchase or capital investment) guidelines;
- ◆ delegation of authority and segregation of duties;
- ◆ identification and management of risks.

Following issues with accounting software and personnel resources in 2022/23, the new additional part-time member in the finance team has made an improvement to the day-to-day running of finance matters, leaving other members of the team to focus on other areas of work. In June 2024, the school migrated to a new finance/accounting package which has greatly helped in the work of the finance team. 2023/24 is a transition year regarding the use of finance software but for 2024/25 and beyond, the Academy Trust will be fully utilising the new software which has a large range of benefits, including usability.

In the autumn term of 2023 the school engaged a new Responsible Officer. The new RO is an external person and their role is to give advice on financial matters and perform a range of checks on the School's financial systems. They visit each term, providing a summary of their findings which is then followed by a more detailed report for the academic year.

In June 2024, the SRMA conducted a 12-month review following their report in 2023. The review report was very positive about the Academy's work against the recommendations that were made.

Governance statement 31 August 2024

Review of effectiveness

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

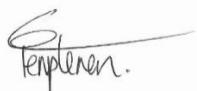
- ◆ the work of the Responsible Officer;
- ◆ the use of a SRMA during 2023/24;
- ◆ the work of the external auditor;
- ◆ the financial management and governance self-assessment process;
- ◆ the work of the Senior Leadership Team within the School who have responsibility for the development and maintenance of the internal control framework.

Conclusion

Based on the advice of the Finance sub-committee and the Accounting Officer, the board of trustees is of the opinion that the academy trust has made some improvements in 2024 towards the framework for governance, risk management and control. However, based on further improvements required and the recommendations identified following the external audit, further work is still needed to ensure that the Trust has an effective framework for governance, risk management and control, in particular in relation to financial oversight and monitoring. Based on the recommendations raised and issues identified by the Trust's leadership, there is a plan for improvements in 2024/25 including a timeline for implementation of each recommendation raised following the external audit.

The Accounting Officer has advised the Finance sub-committee of the implications of his review of the system of internal control and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the Governing Body and signed on their behalf by:



Christopher Templeman

Chairman



Oliver Button

Headteacher and Accounting Officer

Approved on: 20/12/2024

Statement on regularity, propriety and compliance 31 August 2024

As Accounting Officer of Redborne Upper School and Community College, I have considered my responsibility to notify the School's Governing Body 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 in place between the School and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibilities for estates safety and management through completion and updating of the DfE self-assessment tool, GEMS. The headteacher and deputy headteachers meet fortnightly to discuss estates, staffing and finance matters.

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

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

However, in making the above statement, as referenced within the Governance Statement accompanying this report, I draw attention to number of challenges encountered by the Academy Trust following IT and accounting software issues in previous years together with resourcing constraints. The appointment of a new assistant in the finance office has improved day-to-day running of the finance system alongside the migration to a new finance system provider. Whilst there remains a need for further improvements with regard to in-year management reporting and financial oversight, I am satisfied that the system of internal control remained in place, and all significant financial transactions have been subject to due scrutiny and authorisation.



Oliver Button

Headteacher and Accounting Officer

Date: 20/12/2024

Statement of governors' responsibilities 31 August 2024

The governors (who act as trustees for the charitable activities of the School and are also the directors of the School for the purposes of company law) are responsible for preparing the governors' report and the financial statements in accordance with the Annual Accounts Requirements 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 School and of 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 2015 and the Academies Accounts Direction 2023 to 2024;
- ◆ make judgments and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the School will continue in operation.

The governors are responsible for keeping adequate accounting records that are sufficient to show and explain the School's transactions and disclose with reasonable accuracy at any time the financial position of the School and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the School 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 School 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 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 School'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 Body and signed on its behalf by:



Chairman Christopher Templeman

Date: 20/12/2024

Independent auditor's report to the members of Redborne Upper School and Community College

Opinion

We have audited the financial statements of Redborne Upper School and Community College (the 'charitable company') for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), 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) (the Charities SORP 2019) and the Academies Accounts Direction 2023 to 2024.

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its income and expenditure, for the period then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ◆ have been prepared in accordance with the requirements of the Companies Act 2006; and
- ◆ have been prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2023 to 2024.

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.

Material uncertainty relating to going concern

Whilst the financial statements for the year ended 31 August 2024 have been prepared by the governors on a going concern basis, as indicated by the governors within their assessment of going concern contained within the principal accounting policies accompanying the financial statements, the governors believe there are material uncertainties which exist in relation to this assessment arising from the current level of free reserves held by the Academy Trust against challenging economic circumstances.

In light of these circumstances, we have considered the adequacy of disclosures made by the governors pertaining to the going concern assumption in the preparation of these financial statements and their assessment of the associated uncertainties and concur with their conclusions.

We bring these disclosures to the attention of the members. Our opinion is not modified in respect of this matter.

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

Other information

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

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

We have nothing to report in this regard.

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 governors' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

Opinions on other matters prescribed by the Companies Act 2006 (continued)

- ◆ the governors' report, which is also the directors' report for the purposes of company law and includes the strategic 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 governors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- ◆ adequate accounting records have not been kept; or
- ◆ the financial statements are not in agreement with the accounting records and returns; or
- ◆ certain disclosures of governors' remuneration specified by law are not made; or
- ◆ we have not received all the information and explanations we require for our audit; or
- ◆ the governors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the governors' report and from the requirement to prepare a strategic report.

Responsibilities of governors

As explained more fully in the governors' responsibilities statement, the governors (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 charitable company'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 governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we identified the laws and regulations applicable to the charitable company through discussions with management, and from our knowledge of the academy trust sector;
- ◆ the identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit;
- ◆ we considered the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Companies Act 2006, the Charities SORP 2019, the Academies Accounts Direction 2023 to 2024, the Academy Trust Handbook 2023, and the academy trust's funding agreement with the ESFA as well as legislation pertaining to safeguarding in the UK;
- ◆ we understood how the charitable company is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of the minutes of governors' meetings and papers provided to the governors.
- ◆ we planned and carried out a separate limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management and those charged with governance as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

Auditor's responsibilities for the audit of the financial statements (continued)

- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ reviewed journal entries to identify unusual transactions;
- ◆ tested the authorisation of expenditure as part of our substantive testing thereon;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- ◆ used data analytics to identify any significant or unusual transactions and identify the rationale for them.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ agreeing financial statement disclosures to underlying supporting documentation;
- ◆ reviewing the minutes of trustees' meetings;
- ◆ enquiring of management as to actual and potential litigation and claims;
- ◆ reviewing any available correspondence with Ofsted, ESFA and HMRC; and
- ◆ the work undertaken in relation to the limited assurance engagement in respect of regularity, propriety and compliance in accordance with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued by the ESFA, as set out in our separate independent reporting accountant's assurance report on regularity.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. International Standards on Auditing also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the governors and other management and the inspection of regulatory and legal correspondence, if any.

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

Use of our report

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



Shachi Blakemore (Senior Statutory Auditor)
For and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Date: 20 December 2024

Independent reporting accountant's report on regularity to the Governing Body of Redborne Upper School and Community College and the Education and Skills Funding Agency

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

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

Respective responsibilities of Redborne Upper School and Community College's Accounting Officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Redborne Upper School and Community College's funding agreement with the Secretary of State for Education dated 31 March 2011 and the Academies Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period from 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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.

Approach (continued)

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

The work undertaken to draw to our conclusion includes:

- ◆ An assessment of the risk of material irregularity and impropriety across all of the School's activities;
- ◆ Further testing and review of the areas identified through the risk assessment including enquiry, identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- ◆ Consideration of evidence obtained through the work detailed above and the work completed as part of our financial statements audit in order to support the regularity conclusion.

Conclusion

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

Matter 1:

We draw attention to the statement made by the Accounting Officer within the Statement on Regularity, Propriety and Compliance, and within the Governance Statement, which notes that whilst there has been an improvement in relation to the risk, governance and control framework from the prior year, here are still some key recommendations, particularly in relation to financial oversight and management that need to be implemented going forward to ensure the Academy Trust has an adequate framework.



Buzzacott LLP
Chartered Accountants
130 Wood Street
London
EC2V 6DL

Date: 20 December 2024

Statement of financial activities Year ended 31 August 2024
(Including Income and Expenditure Account)

	Notes	Restricted funds			2024 Total funds £	2023 Total funds £
		Unrestricted funds £	General funds £	Fixed assets fund £		
Income from:						
Donations and capital grants	2	26,886	24,831	33,585	85,302	117,273
Charitable activities						
. Funding for the Academy's educational operations	3	—	10,734,950	—	10,734,950	10,102,424
. Redborne Teaching Partnership	3	—	340,676	—	340,676	660,949
Other trading activities	4	412,439	616,375	—	1,028,814	849,268
Investment income		19,200	17,001	—	36,201	—
Total income		458,525	11,733,833	33,585	12,225,943	11,729,914
Expenditure on:						
Charitable activities						
. Academy's educational operations	5	167,239	11,378,968	565,922	12,112,129	11,313,382
. Redborne Teaching Partnership	5	—	409,602	—	409,602	585,743
Total expenditure	5	167,239	11,788,570	565,922	12,521,731	11,899,125
Net (expenditure) income for the year before transfers		291,286	(54,737)	(532,337)	(295,788)	(169,211)
Transfers between funds		(370,964)	89,242	281,722	—	—
Net (expenditure) income for the year		(79,678)	34,505	(250,615)	(295,788)	(169,211)
Other recognised gains (losses)						
Actuarial (losses) gains on defined benefit pension scheme	18	—	(141,000)	—	(141,000)	780,000
Net movement in funds		(79,678)	(106,495)	(250,615)	(436,788)	610,789
Reconciliation of funds						
Fund balances brought forward at 1 September		(418,328)	377,438	14,277,998	14,237,108	13,626,319
Fund balances carried forward at 31 August		(498,006)	270,943	14,027,383	13,800,320	14,237,108

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

Balance sheet 31 August 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible fixed assets	12		13,967,039		14,214,729
Current assets					
Debtors	13	250,815		204,787	
Cash at bank and in hand		421,651		<u>453,265</u>	
		672,466		<u>658,052</u>	
Creditors: amounts falling due within one year	14	(839,185)		<u>(635,673)</u>	
Net current assets (liabilities)			(166,719)		<u>22,379</u>
Total assets less current liabilities			13,800,320		<u>14,237,108</u>
Pension scheme liability	18		—		—
Total net assets			13,800,320		<u>14,237,108</u>
Funds of the School					
Restricted funds					
. Fixed assets fund	15		14,027,383		14,277,998
. ESFA funds	15		—		—
. Pension reserve	15		—		—
. Other funds	15		270,943		<u>377,438</u>
			14,298,326		<u>14,655,436</u>
Unrestricted funds					
. General fund	15		(498,006)		(418,328)
Total funds			13,800,320		<u>14,237,108</u>

The financial statements on page 32 to 59 were approved by the Governors, and authorised for issue on 20/12/2024 and are signed on their behalf by:



Christopher Templeman

Chairman

Redborne Upper School and Community College
Company Limited by Guarantee
Registration Number: 07566436 (England and Wales)

Statement of cash flows Year ended 31 August 2024

		2024 £	2023 £
Net cash flows from operating activities			
Net cash provided by (used in) operating activities	A	216,831	(11,670)
Cash flows (used in) from investing activities			
	B	(248,445)	27,324
Change in cash and cash equivalents in the year		(31,614)	15,654
Reconciliation of net cash flow to movement in net funds:			
Cash and cash equivalents at 1 September		453,265	437,611
Cash and cash equivalents at 31 August	C	421,651	453,265

A Reconciliation of expenditure to net cash flow from operating activities

		2024 £	2023 £
Net expenditure for the year (as per the statement of financial activities)			
		(295,788)	(169,211)
Adjusted for:			
Depreciation (note 12)		427,673	398,810
Capital grants from DfE and other capital income		(33,585)	(97,377)
Loss on disposal of fixed assets		138,248	—
Interest receivable		(36,201)	—
Defined benefit pension scheme cost less contributions payable (note 18)		(124,000)	31,000
Defined benefit pension scheme finance cost (note 18)		(17,000)	22,000
(Increase) in debtors		(46,028)	(9,716)
Increase (decrease) in creditors		203,512	(187,176)
Net cash provided by (used in) operating activities		216,831	(11,670)

B Cash flows from investing activities

		2024 £	2023 £
Interest income		36,201	—
Purchase of tangible fixed assets		(318,231)	(70,053)
Capital grants from DfE		33,585	97,377
Net cash from investing activities		(248,445)	27,324

C Analysis of changes in net debt

	At 1 September 2023 £'000	Cash flows £'000	At 31 August 2024 £'000
Cash	453,265	(31,614)	421,651
Total	453,265	(31,614)	421,651

Statement of accounting policies

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

Basis of preparation

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

Redborne Upper School and Community College meets the definition of a public benefit entity under FRS 102.

Going concern

The governors 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 governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

The total free reserves carried forward as at 31 August 2024 were in deficit by £498,006 (2023 – deficit of £418,328). This is lower than the target level of reserves as stipulated in the reserves policy. An action plan has been put into place to ensure that the Academy Trust can recover its reserves position which has arisen historically in part due to some of the capital works being financed from revenue reserves as well as increase in costs. The latest budget for the year ending 31 August 2025 forecasts an in-year surplus of £200,000.

The governors do, however, recognise that there are a number of challenges in achieving this recovery in the short term, particularly given the more recent cost pressures resulting from high and fluctuating rates of inflation, and uncertainties which exist around the extent of future funding which will be made available by the Government in support of these issues. Therefore, whilst the governors are of the opinion that the financial statements should be prepared on a going concern basis, they have indicated that there are material uncertainties which exist in relation to this assessment.

Income

All income is recognised when the School has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

Income (continued)

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.

The 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 when there is 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 in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

Donations

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

Other income

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

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.

Charitable activities

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

All resources expended are stated net of recoverable 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.

Tangible fixed assets (continued)

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. 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 such assets is charged to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the School's depreciation policy.

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

Leasehold buildings	2% per annum
Computer equipment	20% per annum
Fixtures, fittings and equipment	20% per annum
Motor vehicles	20% per annum

Depreciation is charged from the month of acquisition.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

The leasehold land and buildings value relates to the School site at Flitwick Road. As the site is designated for educational purposes only, the land has no open market value and hence the value in these financial statements relates to the School buildings only, which are included at a depreciated replacement cost valuation.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition.

Liabilities

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

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 13. Prepayments are not financial instruments.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 14. 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.

Taxation

The School 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 School 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 School 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 School 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. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

Pensions benefits (continued)

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

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

Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education and Skills Funding Agency, Department for Education or other funders where the asset acquired or created is held for a specific purpose.

Restricted ESFA funds comprise all other grants received from the Education and Skills Funding Agency.

Restricted other funds comprise all other restricted funds received and include grants from the Local Authority, Central Bedfordshire Council.

Designated funds comprise amounts set aside to fund future capital projects.

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 School 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.

Critical accounting estimates and areas of judgement (continued)

Critical accounting estimates and assumptions (continued)

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 18, 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 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Notes to the financial statements Year ended 31 August 2024

1 General Annual Grant (GAG)

Under the funding agreement with the Secretary of State the School was subject to limits at 31 August 2024 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The School has not exceeded these limits during the year ended 31 August 2024.

2 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Restricted fixed assets funds £	2024 Total funds £
Capital grants				
. Capital funding – ESFA devolved formula	—	—	33,585	33,585
. Other capital grants	—	—	—	—
Other donations	26,886	24,831	—	51,717
	26,886	24,831	33,585	85,302

	Unrestricted funds £	Restricted funds £	Restricted fixed assets funds £	<i>2023 Total funds £</i>
Capital grants				
. Capital funding – ESFA devolved formula	—	—	34,108	34,108
. Other capital grants	—	—	63,269	63,269
Other donations	19,896	—	—	19,896
	19,896	—	97,377	117,273

Notes to the financial statements Year ended 31 August 2024

3 Funding for the School's educational operations

	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
DfE / ESFA revenue grant				
. General Annual Grant (GAG)	—	9,391,307	9,391,307	9,044,047
Other DfE/ESFA Grants				
. Pupil Premium	—	163,067	163,067	141,901
. Teachers pay and pensions grant	—	126,307	126,307	89,772
. Teachers Pension Employers Contribution Grant	—	172,012	172,012	—
. MSAG	—	244,671	244,671	—
. Rates reclaim	—	47,397	47,397	40,810
. Others	—	69,660	69,660	396,528
	—	10,214,421	10,214,421	9,713,058
Other government grants				
. Local authority grants	—	8,266	8,266	19,638
. School Direct	—	43,428	43,428	43,749
. Special educational projects	—	423,635	423,635	306,452
. Bikeability	—	—	—	19,527
	—	475,329	475,329	389,366
Other income from the academy trust's educational operations	—	45,200	45,200	—
	—	45,200	45,200	—
Redborne Teaching Partnership	—	340,676	340,676	660,949
	—	340,676	340,676	660,949
	—	11,075,626	11,075,626	10,763,373

Notes to the financial statements Year ended 31 August 2024

3 Funding for the School's educational operations (continued)

	Unrestricted funds £	Restricted funds £	2023 Total funds £
<i>DfE / ESFA revenue grant</i>			
. General Annual Grant (GAG)	—	9,044,047	9,044,047
<i>Other DfE/ESFA Grants</i>			
. Pupil Premium	—	141,901	141,901
. Teachers pay and pensions grant	—	89,772	89,772
. Rates reclaim	—	40,810	40,810
. Others	—	360,441	360,441
	—	9,676,971	9,676,971
<i>Other government grants</i>			
. Local authority grants	—	19,638	19,638
. School Direct	—	43,749	43,749
. Special educational projects	—	306,452	306,452
. Bikeability	—	19,527	19,527
	—	389,366	389,366
<i>Redborne Teaching Partnership</i>			
	—	660,949	660,949
<i>COVID-19 additional funding (DfE/ESFA)</i>			
. Catch-up premium	—	36,087	36,087
. Other DfE/ESFA COVID-19 funding	—	—	—
	—	36,087	36,087
	—	10,763,373	10,763,373

4 Other trading activities

	Unrestricted funds £	Restricted funds £	2024 Total funds £
Hire of facilities	155,348	—	155,348
Trip income	21,886	317,295	339,181
Catering income	196,924	—	196,924
Miscellaneous income	38,281	299,080	337,361
	412,439	616,375	1,028,814
<hr/>			
	Unrestricted funds £	Restricted funds £	2023 Total funds £
<i>Hire of facilities</i>	173,740	—	173,740
<i>Trip income</i>	186,164	—	186,164
<i>Catering income</i>	159,698	—	159,698
<i>Miscellaneous income</i>	170,164	159,502	329,666
	689,766	159,502	849,268

Notes to the financial statements Year ended 31 August 2024

5 Expenditure

	Staff costs £	Non pay expenditure		2024 Total funds £
		Premises £	Other costs £	
Charitable activities				
. Academy's educational operations				
. Direct costs	7,095,175	138,248	894,714	8,128,137
. Support costs (note 6)	2,355,761	847,595	780,636	3,983,992
Redborne Teaching Partnership				
. Direct costs	54,686	—	354,916	409,602
	9,505,622	985,843	2,030,266	12,521,731

	Staff costs £	Non pay expenditure		2023 Total funds £
		Premises £	Other costs £	
Charitable activities				
. Academy's educational operations				
. Direct costs	6,723,066	—	823,535	7,546,601
. Support costs (note 6)	2,217,145	859,037	690,599	3,766,781
. Redborne Teaching Partnership	—	—	585,743	585,743
	8,940,211	859,037	2,099,877	11,899,125

	2024 £	2023 £
Net expenditure for the year includes:		
Operating leases	14,062	28,424
Loss on disposal of fixed assets	138,248	—
Depreciation	427,673	398,810
Fees payable to auditor		
. Statutory audit (current year)	20,460	18,000
. Non statutory audit (current year)	9,870	5,820
. Other non-audit services (current year)	9,348	3,150
. Statutory audit (prior year)	5,235	19,598
. Other non-audit services (prior year)	—	6,815

6 Charitable activities

	2024 Total funds £	2023 Total funds £
Direct costs - educational operations	8,128,137	7,546,601
Direct costs - Redborne Teaching Partnership	409,602	585,743
Support costs - educational operations	3,983,992	3,766,781
	12,521,731	11,899,125

Notes to the financial statements Year ended 31 August 2024

6. Charitable activities (continued)

	2024	2023
	Total	Total
	funds	funds
	£	£
Analysis of support costs		
Support staff costs	2,355,761	2,217,145
Depreciation	427,673	398,810
Technology costs	99,989	85,633
Premises costs	419,922	460,227
Other support costs	635,734	551,583
Governance costs (note 7)	44,913	53,383
Total support costs	3,983,992	3,766,781

7. Governance costs

	2024	2023
	Total	Total
	funds	funds
	£	£
Auditor's remuneration:		
. Audit of financial statements	25,695	37,598
. Other audits	9,870	5,820
. Other non-audit services	9,348	9,965
	44,913	53,383

Notes to the financial statements Year ended 31 August 2024

8. Comparative information

Analysis of income and expenditure in the year ended 31 August 2023 between restricted and unrestricted funds:

	Notes	Restricted funds			2023 Total funds £
		Unrestricted funds £	General funds £	Fixed assets fund £	
<i>Income from:</i>					
Donations and capital grants	2	19,896	—	97,377	117,273
<i>Charitable activities</i>					
. Funding for the Academy's educational operations	3	—	10,102,424	—	10,102,424
. Redborne Teaching Partnership	3	—	660,949	—	660,949
Other trading activities	4	689,766	159,502	—	849,268
Total income		709,662	10,922,875	97,377	11,729,914
<i>Expenditure on:</i>					
<i>Charitable activities</i>					
. Academy's educational operations	5	208,027	10,706,545	398,810	11,313,382
. Redborne Teaching Partnership	5	—	585,743	—	585,743
Total expenditure	5	208,027	11,292,288	398,810	11,899,125
<i>Net (expenditure) income for the year before transfers</i>		501,635	(369,413)	(301,433)	(169,211)
<i>Transfers between funds</i>		(468,432)	432,487	35,945	—
<i>Net (expenditure) income for the year</i>		33,203	63,074	(265,488)	(169,211)
<i>Other recognised gains and losses</i>					
Actuarial gains on defined benefit pension scheme	18	—	780,000	—	780,000
Net movement in funds		33,203	843,074	(265,488)	610,789
<i>Reconciliation of funds</i>					
Fund balances brought forward at 1 September		(451,531)	(465,636)	14,543,486	13,626,319
Fund balances carried forward at 31 August		(418,328)	377,438	14,277,998	14,237,108

Notes to the financial statements Year ended 31 August 2024

9 Staff

a) Staff costs

Staff costs during the year were:

	2024 Total funds £	2023 Total funds £
Wages and salaries	7,144,696	6,673,250
Social security costs	713,020	660,100
Pension costs	1,558,089	1,543,454
	9,415,805	8,876,804
Supply teacher costs	53,375	63,407
Staff restructuring costs*	36,442	—
	9,505,622	8,940,211
*Staff restructuring costs comprise:		
. Severance payments	36,442	—
	36,442	—

b) Severance

The Academy Trust paid 2 severance payments in the year, disclosed in the following bands:

£0 - £25,000	1
£25,000 - £50,000	1

c) Staff numbers

The average number of persons (including the senior management team) employed by the charitable company during the year (on a headcount basis) was as follows:

Charitable activities	2024 No.	2023 No.
Teachers	102	109
Administration and support	92	95
Management	9	9
	203	213

d) Higher paid staff

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

	2024 No.	2023 No.
£60,001 - £70,000	9	5
£70,001 - £80,000	3	—
£80,001 - £90,000	1	2
£90,001 - £100,000	1	—
£130,001 - £140,000	—	1
£140,001 - £150,000	1	—

9 Staff (continued)

e) Key management personnel

The key management personnel of the School comprise the governors and the senior leadership team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received on a paid basis by key management personnel for their services to the School was £1,149,608 (2023 – £1,030,740). These benefits consisted of payments to 9 members of the senior leadership team and 2 staff governors (2023: 9 members of the senior leadership team and 2 staff governors).

10 Governors' remuneration and expenses

The Headteacher, Assistant Headteacher and staff governors only receive remuneration in respect of services they provide undertaking the roles of Principal and staff and not in respect of their services as governors. Other governors did not receive any payments from the School in respect of their role as governors. The value of governors' remuneration and other benefits on a paid basis in the year ended 31 August was as follows:

Paid:	2024 £	2023 £
O Button, Headteacher		
. Remuneration	145k – 150k	135k – 140k
. Employer's pension contributions	30k – 35k	30k – 35k
V Hale, Staff governor		
. Remuneration	60k – 65k	35k – 40k
. Employer's pension contributions	15k – 20k	5k – 10k
D Nunn, staff governor		
. Remuneration	40k – 45k	40k – 45k
. Employer's pension contributions	5k – 10k	5k – 10k

No travel and subsistence expenses were reimbursed to governors during the year (2023 - £nil).

Other related party transactions involving the governors are set out in note 19.

11 Governors' and Officers' insurance

In accordance with normal commercial practice the School has purchased insurance to protect governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on School business. The insurance provides cover up to £2,000,000 on any one claim. It is not possible to identify the governors' and officers' indemnity from the overall insurance cost.

Notes to the financial statements Year ended 31 August 2024

12 Tangible fixed assets

	Leasehold land and buildings £	Furniture and equipment £	Computer Equipment £	Motor vehicles £	Total funds £
Cost/valuation					
At 1 September 2023	17,821,201	697,245	641,997	44,318	19,204,761
Additions	—	311,475	6,756	—	318,231
Disposals	(181,905)	—	—	(7,261)	(189,166)
At 31 August 2024	<u>17,639,296</u>	<u>1,008,720</u>	<u>648,753</u>	<u>37,057</u>	<u>19,333,826</u>
Depreciation					
At 1 September 2023	3,745,992	651,123	555,953	36,964	4,990,032
Charge in period	365,444	15,936	46,139	154	427,673
Disposals	(43,657)	—	—	(7,261)	(50,918)
At 31 August 2024	<u>4,067,779</u>	<u>667,059</u>	<u>602,092</u>	<u>29,857</u>	<u>5,366,787</u>
Net book value					
At 31 August 2024	<u>13,571,517</u>	<u>341,661</u>	<u>46,661</u>	<u>7,200</u>	<u>13,967,039</u>
At 31 August 2023	<u>14,075,209</u>	<u>46,122</u>	<u>86,044</u>	<u>7,354</u>	<u>14,214,729</u>

The leasehold land and buildings value above relates to the School site at Flitwick Road. As the site is designated for educational purposes only, the land has no open market value and hence the value in these financial statements relates to the School buildings only, which are included at a depreciated replacement cost valuation.

13 Debtors

	2024 £	2023 £
Trade debtors	17,442	16,916
Prepayments and accrued income	122,543	141,666
VAT Debtor	110,830	46,205
	<u>250,815</u>	<u>204,787</u>

Notes to the financial statements Year ended 31 August 2024

14 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	165,566	166,886
Trade creditors	199,165	56,710
Accruals and deferred income	143,132	167,011
Other creditors	331,322	245,066
	839,185	635,673
Deferred income		
Balance at 1 September	167,011	79,525
Deferred income released in the year	(167,011)	(79,525)
Resources deferred in the year	143,132	167,011
Deferred income at 31 August	143,132	167,011

Included within deferred income is an amount of £135,122 (2023 – £159,625) relating to deposits received from students for trips which will take place in 2024/25.

Notes to the financial statements Year ended 31 August 2024

15 Funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2024 £
ESFA revenue grant fund					
. General Annual Grant (GAG)	—	9,391,307	(9,489,818)	98,511	—
. Pupil Premium	—	163,067	(163,067)	—	—
. Teachers pay Additional Grant	—	126,307	(126,307)	—	—
. Teachers' Pension Employers Contribution Grant	—	172,012	(172,012)	—	—
. MSAG	—	244,671	(244,671)	—	—
. Other grants	—	29,665	(29,665)	—	—
. Pension reserve	—	17,000	124,000	(141,000)	—
	—	10,144,029	(10,101,540)	(42,489)	—
Other restricted funds					
. Local authority grants	—	431,901	(431,901)	—	—
. Redborne Teaching Partnership	229,911	340,676	(409,602)	—	160,985
. Redborne Sports Partnership	28,735	132,592	(137,689)	—	23,638
. Bikeability	9,269	—	—	(9,269)	—
. Schools Direct	65,468	43,428	(66,631)	—	42,265
. Tennis and Community	44,055	—	—	—	44,055
. Donations	—	24,831	(24,831)	—	—
. Trip income	—	317,295	(317,295)	—	—
. Miscellaneous income	—	299,080	(299,080)	—	—
	377,438	1,589,803	(1,687,029)	(9,269)	270,943
Restricted fixed asset fund					
. ESFA capital grants	179,774	33,585	(3,000)	—	210,359
. Capital funding – Sports Partnership Grant	22,251	—	(518)	—	21,733
. Capital grants for 3G Pitch	373,582	—	(147,868)	—	225,714
. Phase 2 DT Block	1,020,057	—	(24,313)	—	995,744
. Phase 2 Connolly Hall	1,035,685	—	(25,997)	—	1,009,688
. Capital grants from ESFA: 16-19 demographic growth grant	421,684	—	(13,785)	—	407,899
. DfE capital grants: Condition Improvement grant	589,868	—	(12,545)	—	577,323
. Capital grants from Local Authority: 16-19 demographic growth grant	2,126,384	—	(47,483)	—	2,078,901
. Capital grants from Local Authority	156,025	—	(775)	—	155,250
. Capital funded by GAG	38,662	—	(25,990)	—	12,672
. Capital funded by reserves	253,886	—	(49,188)	281,722	486,420
. School building and furniture and equipment transferred from Local Authority	8,060,140	—	(214,460)	—	7,845,680
	14,277,998	33,585	(565,922)	281,722	14,027,383
Total restricted funds	14,655,436	11,767,417	(12,354,491)	229,964	14,298,326
Unrestricted funds					
. General fund	(418,328)	458,526	(167,239)	(370,964)	(498,006)
Total unrestricted funds	(418,328)	458,526	(167,239)	(370,964)	(498,006)
Total funds	14,237,108	12,225,943	(12,521,731)	(141,000)	13,800,320

15 Funds (continued)

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

ESFA revenue grant

This fund represents grants received from the ESFA for the School's operational activities and development.

General Annual Grant (GAG)

Under the funding agreement with the Secretary of State, the School was subject to a limit on the amount of GAG that it could carry forward at 31 August 2024. The GAG funds carried forward at year end was within the limits.

Fixed assets fund

This fund represents the tangible fixed assets of the School including unspent grants received to fund works of a capital nature.

Other restricted funds

These funds relate to specific income received for earmarked projects or activities.

Pension reserve

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

Notes to the financial statements Year ended 31 August 2024

15 Funds (continued)

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
<i>ESFA revenue grant fund</i>					
. General Annual Grant (GAG)	—	9,044,047	(9,476,534)	432,487	—
. Pupil Premium	—	141,901	(141,901)	—	—
. Redborne Teaching Partnership	154,705	660,949	(585,743)	—	229,911
. Teachers pay and pensions grant	—	89,772	(89,772)	—	—
. Rates reclaim	—	40,810	(40,810)	—	—
. Other grants	—	396,519	(396,519)	—	—
. Pension reserve	(727,000)	—	(53,000)	780,000	—
	<u>(572,295)</u>	<u>10,373,998</u>	<u>(10,784,279)</u>	<u>1,212,487</u>	<u>229,911</u>
<i>Other restricted funds</i>					
. Local authority grants	—	326,093	(326,093)	—	—
. Redborne Sports Partnership	23,964	159,502	(154,731)	—	28,735
. Bikeability	—	19,533	(10,264)	—	9,269
. Schools Direct	38,640	43,749	(16,921)	—	65,468
. Tennis and Community	44,055	—	—	—	44,055
	<u>106,659</u>	<u>548,877</u>	<u>(508,009)</u>	<u>—</u>	<u>147,527</u>
<i>Restricted fixed asset fund</i>					
. ESFA capital grants	97,265	97,377	(14,868)	—	179,774
. Capital funding – Sports Partnership Grant	22,769	—	(518)	—	22,251
. Capital grants for 3G Pitch	383,202	—	(9,620)	—	373,582
. Phase 2 DT Block	1,044,370	—	(24,313)	—	1,020,057
. Phase 2 Connolly Hall	1,061,682	—	(25,997)	—	1,035,685
. Capital grants from ESFA: 16-19 demographic growth grant	435,469	—	(13,785)	—	421,684
. DfE capital grants: Condition Improvement grant	602,513	—	(12,645)	—	589,868
. Capital grants from Local Authority: 16-19 demographic growth grant	2,177,354	—	(50,970)	—	2,126,384
. Capital grants from Local Authority	156,800	—	(775)	—	156,025
. Capital funded by GAG	64,652	—	(25,990)	—	38,662
. Capital funded by reserves	222,810	—	(4,869)	35,945	253,886
. School building and furniture and equipment transferred from Local Authority	8,274,600	—	(214,460)	—	8,060,140
	<u>14,543,486</u>	<u>97,377</u>	<u>(398,810)</u>	<u>35,945</u>	<u>14,277,998</u>
<i>Total restricted funds</i>	<u>14,077,850</u>	<u>11,020,252</u>	<u>(11,691,098)</u>	<u>1,248,432</u>	<u>14,655,436</u>
<i>Unrestricted funds</i>					
. General fund	(451,531)	709,662	(208,027)	(468,432)	(418,328)
<i>Total unrestricted funds</i>	<u>(451,531)</u>	<u>709,662</u>	<u>(208,027)</u>	<u>(468,432)</u>	<u>(418,328)</u>
<i>Total funds</i>	<u>13,626,319</u>	<u>11,729,914</u>	<u>(11,899,125)</u>	<u>780,000</u>	<u>14,237,108</u>

16 Analysis of net assets between funds

	Unrestricted funds £	Restricted general funds £	Restricted Fixed assets fund £	Total 2024 £
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	—	—	13,967,039	13,967,039
Current assets	(498,006)	1,110,128	60,344	672,466
Current liabilities	—	(839,185)	—	(839,185)
Total net assets	(498,006)	270,943	14,027,383	13,800,320

	Unrestricted funds £	Restricted general funds £	Restricted Fixed assets fund £	Total 2023 £
<i>Fund balances at 31 August 2023 are represented by:</i>				
<i>Tangible fixed assets</i>	—	—	14,214,729	14,214,729
<i>Current assets</i>	(418,328)	1,013,111	63,269	658,052
<i>Current liabilities</i>	—	(635,673)	—	(635,673)
<i>Total net assets</i>	<i>(418,328)</i>	<i>377,438</i>	<i>14,277,998</i>	<i>14,237,108</i>

17 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.

18 Pension and similar obligations

The School'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 Bedford Borough Council. Both are multi-employer defined benefit schemes.

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

18 Pension and similar obligations (continued)

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The actuarial valuation of the TPS which applied during the year ended 31 August 2024 was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to TPS in the period amounted to £1,263,089 (2023 – £1,058,454).

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

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

18 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS)

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £526,000 (2023 – £563,000), of which employer’s contributions totalled £419,000 (2023 – £454,000) and employees’ contributions totalled £107,000 (2023 – £109,000). The agreed contribution rates for future years are 22.8% for employers and between 5.5% and 12.5% for employees.

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

Principal Actuarial Assumptions	At 31 August 2024	At 31 August 2023
Rate of increase in salaries	3.8%	3.9%
Rate of increase for pensions in payment / inflation	2.8%	2.9%
Discount rate for scheme liabilities	5.1%	5.3%
Inflation assumption (CPI)	3.1%	3.2%

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

	At 31 August 2024	At 31 August 2023
<i>Retiring today</i>		
Males	21.1	21.1
Females	23.9	23.9
 <i>Retiring in 20 years</i>		
Males	22.1	22.1
Females	25.5	25.5

18 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

The impact of changes in the principal actuarial assumptions on the School's pension liability would be:

	At 31 August 2024 £'000	At 31 August 2023 £'000
Discount rate +0.1%	(141)	(124)
Discount rate -0.1%	145	128
Salary increase +0.1%	7	7
Salary increase -0.1%	(7)	(7)
Mortality assumption - 1 year increase	202	201
Mortality assumption - 1 year decrease	(196)	(155)
CPI rate +0.1%	141	124
CPI rate -0.1%	(137)	(101)

The School's share of the assets and liabilities in the scheme were:

	Fair value at 31 August 2024 £'000	Fair value at 31 August 2023 £'000
Equities	4,676	3,991
Corporate bonds	1,382	1,142
Property	1,094	926
Cash and other liquid assets	382	244
Total market value of assets	7,534	6,303
Present value of scheme liabilities		
- Funded	(6,952)	(6,187)
Surplus (deficit) in the scheme	582	116
Adjustment recognised in actuarial gains and losses to cap the asset	(582)	(116)
Net pension deficit recognised on the balance sheet	—	—

	2024 £'000	2023 £'000
Amounts recognised in statement of financial activities		
Current service cost (net of employer contributions)	(124)	31
Interest income	(346)	(238)
Interest cost	329	260
Total amount recognised in the SOFA	(141)	53
Analysis of pension finance income/(costs)		
Expected return on pension scheme assets	(346)	(238)
Interest on pension liabilities	329	260
Pension finance (income) expense	(17)	22

18 Pension and similar obligations (continued)

Local Government Pension Scheme (LGPS) (continued)

Movements in the overall deficit were as follows:	2024 £'000	2023 £'000
Deficit at 1 September	—	(727)
Current service cost	(295)	(485)
Employer's contributions	419	454
Net finance interest	17	(22)
Actuarial gains (losses)	(141)	780
At 31 August	—	—

Changes in the present value of defined benefit obligations were as follows:	2024 £'000	2023 £'000
At 1 September	6,187	6,157
Current service cost	289	477
Interest cost	329	260
Employee contributions	107	109
Change in demographic assumptions	(14)	(326)
Change in financial assumptions	157	(1,697)
Actuarial loss	(33)	1,410
Benefits paid	(70)	(203)
At 31 August	6,952	6,187

Changes in the fair value of the Academy's share of scheme assets:	2024 £000	2023 £000
At 1 September	6,303	5,430
Interest income	346	238
Return on assets less interest	435	(31)
Other actuarial (losses) gains	—	314
Administration expenses	(6)	(8)
Employer contributions	419	454
Employee contributions	107	109
Benefits paid	(70)	(203)
At 31 August	7,534	6,303

19 Related party transactions

Owing to the nature of the School's operations and the composition of the Board of Governors 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 Governors may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the School's financial regulations and normal procurement procedures.

19 Related party transactions (continued)

One member of the Board of Governors has a close family member that works at The Firs Lower School. In 2023/24, the Trust received income totalling £6,991 from the School (2023 – £7,268). This consisted of £3,641 (2023 – £3,488) for hire of sports facilities and £3,350 (2023 – £3,780) for Sports Partnership provision by the Trust. The Trust also incurred £711 (2023 – £774) of expenditure with the School in relation to work for Teacher Training Mentoring.

20 Capital commitments

	2024 £	2023 £
Contracted for, but not provided in the financial statements	—	—

21 Commitments under operating leases

Operating leases

At 31 August, the total of the School's future minimum lease payments under non-cancellable operating leases was as follows:

	2024 £	2023 £
Amounts due within one year	6,749	15,073
Amounts due between two and five years inclusive	7,313	14,062
	14,062	29,135

22 Agency arrangements

The School distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting year ended 31 August 2024, the School received £7,441 (2023 – £5,395) and disbursed £14,114 (2023 – £14,764) from the fund. An amount of £nil (2023 – £ nil) is included in other creditors relating to undistributed funds that is repayable to ESFA.