

Company Registration No. 07485584 (England and Wales)

**SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST
(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT AND AUDITED ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2024**

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

CONTENTS

	Page
Reference and administrative details	1 - 2
Trustees' report	3 - 13
Governance statement	14 - 17
Statement on regularity, propriety and compliance	18
Statement of Trustees' responsibilities	19
Independent auditor's report on the accounts	20 - 23
Independent reporting accountant's report on regularity	24 - 25
Statement of financial activities including income and expenditure account	26 - 27
Balance sheet	28
Statement of cash flows	29
Notes to the accounts including accounting policies	30 - 50

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mr P Richards
Mr A Barrett (Resigned 08/02/2024)
Mr R Maddison
Mr A McFarlane
Mr D Colderwood
Mrs S O'Ryan
Mr A Gardner
Mr J Dhesi
Mrs S Currington

Trustees

Dr P Husselbee (Vice Chair)
Mrs S O'Ryan (Chair)
Dr R Bevan (Headteacher and Accounting Officer) (Resigned 31 August 2024)
Mr P Crow (Staff Governor) (Resigned 31 December 2023)
Mr A Watts
Ms T Whittington
Mr SA A Moinuddin
Mrs J Baldwin
Mr C Briggs
Mr A Cass (Staff Governor)
Mrs K Lammert
Mr JM Van Deventer (Resigned 31 December 2023)
Mrs V Cavalier (Staff Governor) (Resigned 31 December 2023)
Mr J Mashakada
Mr B Filev
Mr J Mitchell
Mr T Scroxtton
Mr T DeRuiter (Appointed 27 September 2023)
Mr K Spenceley (Appointed 27 September 2023)
Mrs RV Worth (Headteacher and Accounting Officer) (Appointed 1 September 2024)
Mr DJ Hill (Staff Governor) (Appointed 1 February 2024)
Mr EK Sainsbury (Staff Governor) (Appointed 1 February 2024)
Mrs AM Walsh (Appointed 26 February 2024)

Senior leadership team

- Headteacher	Mrs R Worth
- Assistant Headteacher	Mrs L March
- Director of Resources	Mr S Oxenham

Company registration number

07485584 (England and Wales)

Registered office

Prittlewell Chase
Southend-on-Sea
Essex
SS0 0RG

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Independent auditor

Rickard Luckin Limited
Phoenix House, Suite 8
Christopher Martin Road
Basildon
Essex
SS14 3EZ

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

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

The academy trust operates an academy for pupils aged 11 to 18 serving a catchment area in South East Essex. It had a roll of 1,317 in the school census on 1 October 2023.

Structure, governance and management

Constitution

The Academy Trust is a Company limited by guarantee, without share capital, and an exempt charity which was established on 1 February 2011. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. In accordance with the requirements of the Articles of Association, it is the duty of the Members of the Charitable Company to appoint trustees to be responsible for the affairs and management of the Academy Trust. The Charitable Company is known as Southend High School for Boys Academy Trust.

In accordance with the Articles of Association, the Charitable Company has identified the requirements for the admission of pupils to the Academy Trust, approved by the Secretary of State for Education.

Details of the trustees who served during the year are included in the Reference and Administrative Details on page 1.

Members' liability

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

The Members delegate the running of the Academy Trust to the trustees and have established the form of governance to be adopted through the scheme of delegation.

Trustees' indemnities

The Academy Trust has opted into the Department for Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Method of recruitment and appointment or election of trustees

The Members of the Academy Trust may directly appoint up to 12 trustees.

The Members may appoint Staff Governors through such process as they may determine, provided that the total number of trustees (including the Principal/Headteacher), who are employees of the Academy Trust, does not exceed one third of the total number of trustees. Staff Governors are elected by employees of the Academy Trust. Any election of Staff Governors which is contested is held by secret ballot.

Parent trustees are elected by parents of registered pupils at the Academy Trust. A parent trustee must be a parent of a pupil at the Academy Trust at the time when he or she is elected. Any election of parent trustees which is contested is held by secret ballot. Arrangements are made for postal votes. Where a vacancy for a parent trustee is required to be filled by election, the Governing Body takes such steps as are reasonably practical to secure that every person who is known to them to be parent of a registered pupil at the Academy Trust is informed of the vacancy and that it is required to be filled by election, informed that he or she is entitled to stand as a candidate, and vote at the election, and given an opportunity to do so. The number of parent trustees required is made up by parent trustees appointed by the Governing Body if the number of parents standing for election is less than the number of vacancies.

Where it is not reasonably practical to appoint a person who is the parent of a registered pupil at the Academy Trust, a person who is the parent of a child of compulsory school age can be appointed.

Members may appoint up to 3 co-opted trustee. A 'Co-opted trustees' means a person who is appointed to be a trustee by being co-opted by trustees who have not themselves been so appointed.

The trustees may not co-opt an employee of the Academy Trust as a co-opted trustee if thereby the number of trustees who are employees of the Academy Trust would exceed one third of the total number of trustees (including the Principal/Headteacher).

Policies and procedures adopted for the induction and training of trustees

All new trustees are recruited and elected on their ability to play an active part in the governance of the Academy. They are provided with all necessary documents that they will need to undertake their role as trustees. They are also referred to the Academy Trust Handbook, Southend High School for Boys Academy Trust's Funding Agreement and various relevant documents. Trustees receive training sessions at their meetings on various relevant topics.

Organisational structure

Southend High School for Boys Academy Trust is governed by a Board of Trustees (the Governing Body) constituted under a Memorandum of Association and Articles of Association. The Governing Body is responsible for ensuring that high standards of corporate governance are maintained. It exercises its powers and functions with a view to fulfilling a largely strategic leadership role in the running of the Academy Trust, addressing such matters as:

- policy development and strategic development;
- ensuring sound management and administration of the Academy Trust;
- ensuring compliance with legal requirements;
- establishing and maintaining effective internal controls;
- the management of all resources;
- the monitoring of performance;
- helping the Academy Trust to be responsive to the needs of parents, carers and the community; and
- assessing and managing risk.

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

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The Headteacher is directly responsible for the day to day running of the Academy Trust and is assisted by a Senior Leadership Team consisting of a Deputy Headteacher, an Assistant Headteacher and a Director of Resources. Together the Senior Leadership Team controls the Academy at an executive level, implementing the policies laid down by the trustees, reporting back to them and providing evidence, reports and data analysis to the Governing Body meetings, enabling trustees to monitor effectively.

The Academy Trust has appointed an internal audit service who provide independent oversight of the operation of financial management arrangements. The internal audit service undertakes checks to help ensure that the financial responsibilities of the Governing Body are properly discharged.

Arrangements for setting pay and remuneration of key management personnel

The Academy Trust has a Pay Committee who approve all whole school pay awards. The pay policy is approved each November, based upon Essex County Council HR guidelines. The Academy Trust follows national pay and conditions, and this includes all key management personnel posts. The Headteacher has the right to set or amend the pay for individual posts, but any such events are reported to the next available Pay Committee for ratification.

All staff are subject to an annual performance management process. The Headteacher's Pay Committee sets the pay for the post and carries out the performance review function annually.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	3
Full-time equivalent employee number	-

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	3
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	-
Percentage of the total pay bill spent on facility time	-

Paid trade union activities

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

Related parties and other connected charities and organisations

The Academy Trust is a member of Consortium for Selective Schools in Essex (CSSE) who work to promote the selective schools, share best practice and develop a common approach to policy and selection procedures.

There are transactions between the Academy Trust and CSSE in relation to membership fees and payment for work undertaken on behalf of CSSE.

The former Headteacher (left 31 August 2024) was a National Education Union (NEU) Executive Committee member but there continue to be transactions between the NEU and the school for work undertaken on behalf of NEU.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Objectives and activities

Objects and aims

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

Objectives, strategies and activities

The principal activity of the Charitable Company is the operation of Southend High School for Boys Academy Trust to provide education for pupils, selected by ability between the ages of 11 and 18 with an emphasis on academic progression.

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

The main objectives of the Academy Trust are summarised below:

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

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Academy Trust's objectives and aims and in planning future activities for the year. The trustees consider that the Academy Trust's aims are demonstrably to the public benefit.

Strategic report

Achievements and performance

At Southend High School for Boys, talent is nurtured, and learning is valued. Challenge is welcomed, participation is expected, and achievement is prized. This ethos is carried through all that the Academy Trust seeks to achieve and helps maintain a balance between academic performance and other aspects of school life.

2023/24 was a busy and active year in the life of the school. The results – reported below – of our GCSE, AS and A-level cohorts were very strong, and we were able to celebrate exceptional performances at all levels. We welcomed a number of external audits to help guide and shape the progression of the school, most notably in the arenas of safeguarding, behaviour and governance. Feedback from these was exceptionally positive, and helped prepare the way for our long-awaited Ofsted inspection in July 2024. More information can be seen later in this report.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

As reported previously, the school vision (2020 Vision - "seeing clearly into the future" - a positive trajectory with a narrative of hope), sits at the centre of our school improvement planning. In 2023/4 trustees endorsed a detailed improvement plan with the following summary emphases:

Key headline strands for the classroom:

growth in 'knowledge and skills'

- *'highly skilled teaching': classroom approaches that ensure pupils are routinely engaged in 'effortful thinking' (utilising subject-specific reasoning and vocabulary)*
- *'effective questioning & feedback': classroom techniques that authentically test and probe understanding*
- *'technology enhanced': selective & considered deployment of ICT apps/systems for deeper engagement*
- *'relevant timely assessment': curriculum-integrated assessment schedules (co-ordinated & manageable)*

growth in 'ethical optimism'

- *'inclusivity': engagement with Equalities Award strands; integration/support for ARB pupils*
- *'ethical optimism': subject-specific narratives of hope, justice, agency and transformation*

growth in 'self-regulation'

- *'dimensions of trust': collaborative learning, classrooms as communities of enquiry*
- *'self-regulation': positive/effective approaches to behaviour policy consistently/fairly implemented*
- *'effective study habits': promoting shared understanding/explanations how to retain long-term memory*
- *'leadership': escalating opportunities for all pupils to learn leadership (every year group/classroom)*

The year was consequently characterised by sustained attention to assemblies, house activities, extra-curricular trips and competitions, as staff development activities placed a renewed emphasis on aspects of formative assessment alongside further work on effective classroom provision for 'able boys' (including those with SEND) through contemporary understanding of cognitive science and the application of new technologies.

A particular emphasis on opportunities for student leadership has led to greater student involvement in assembly planning and delivery, increased activity within the School Council, further development of the student-led Equalities agenda; all taking place within a further wave of development around staff-pupil interactions (behaviour policy and ethos) and pupil-pupil interactions (empathy and inclusion), that are demonstrated in an exceptional calm, collaborative and conducive learning and working environment. Student and staff survey data continue to demonstrate the progress made in this arena. One particular highlight of the year was the completion of our Equalities award submission. In July, we were awarded the Gold Award from Equaliteach: the highest-level accreditation possible. This award provided superb validation of the work undertaken by students and staff in this area over recent years.

We were very pleased to welcome Ofsted in July 2024, when inspectors were able to visit a range of lessons across the school and speak with students, staff, parents and trustees about life at SHSB. We were thrilled to be awarded 'Outstanding' and were even more delighted when the published report described this school as an inspirational place offering a world class education that was second to none. The report was a superb endorsement of our provision, and a firm testament to the work of Dr Robin Bevan during his tenure as Headteacher.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Results days in the Summer brought very significant success, confirming the school as the leading provider of A-levels in the local area with one of our largest ever entry for A-level. Over 600 A-levels completed with more than 300 A/A* grades in total. 79 A* grades, which require exceptional performance, were awarded to our Year 13.

A similar story at GCSE was reflected in both the grades awarded but also in the national validated analysis of value-added from Key Stage 2 to GCSE with a Progress 8 score of 0.8.

We were delighted to welcome our very first cohort of students into the Autism Resource Base (ARB) in September 2023. In September, we saw 4 students join in Year 7 and one in Year 8, with an additional Year 9 student joining in the Spring. It was particularly pleasing to note the special attention the ARB students received from the Ofsted inspectors and hear the positive feedback about the way that the ARB students had settled into the life of the school. Teachers support the ARB students effectively in their learning, and provision from the SEND team is exceptional. One initiative driven by the Autism Specialist Teacher in the ARB has been the creation of a neuro-ambassadors programme, which helps to teach all pupils about the importance of neurodiversity. It is great to see that this project is being shared on a national and international level.

Resources and staffing

The successes of the school should not be under-estimated and the contribution of an exceptionally skilled, professional and stable staff warrant particular note. It is also worth highlighting that the school continues to deliver exceptional value for money: with exceptional levels of pupil progress, pupil participation, and pupil outcomes on a minimal per-pupil budget provision. Indeed, the school's reputation on issues related to SEND, pedagogy, research, financial management, staff retention and provision for the 'most able' have all been highlighted in national media, specialist press or national conferences in recent years.

These achievements would not have been possible without exceptional stability in our staffing team and the capacity – with our local reputation as an outstanding employer – to recruit specialist subject teachers in areas of very significant national shortage. There are very few, perhaps no, other schools in the country where every GCSE and A-level lesson is taught by a trained subject specialist; and where the same is true in Years 7-9 for all but a very few individual timetabled slots.

Resources and provision

The budget challenges, which we had thought might have been set aside by increases in revenue, were sadly magnified, again, as inflation failed to abate, and unfunded pay proposals were advanced by the Government. Additional in-year grants – variously attributed by the Government for building costs, utility bills, staff salary increases – fell well short of actual costs.

During the spring and summer terms of 2024 we sought, and were granted, a financial support package from the ESFA on the understanding that we would achieve a balanced budget by 2025/6. We continue to work hard with trustees, staff and DFE officials to achieve that target. We are striving to ensure that any cost-saving measures have as little impact upon our provision as possible. However, whilst we might not ordinarily want to make the changes outlined in the support plan, we recognise that we must if we are to continue as a SAT and keep hold of the values and traditions that we hold dear.

Key performance indicators

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

Ratios	2024	2023
Adjusted Current Ratio	1.18	1.56
Adjusted operating position as a % of income	-4.71%	-3.47%
Staff Costs as a % of Operating Income	89.01%	84.97%
Staff Costs as a % of Total Income	78.94%	74.81%
Reserves 1 to 2 months expenditure (£0.8 to £1.6m)	-£385,605	£300,676

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Going concern

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

Financial review

A high percentage of the Academy Trust's income is obtained from the Education Skills Funding Agency (ESFA) an agency of the Department for Education (DfE), in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2024 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

During the year ended 31 August 2024, total expenditure of £9,720,981 was fully covered by grant funding from the ESFA and other incoming resources. Excluding movements on the restricted fixed asset fund, before transfers between funds and the pension scheme actuarial gain, the Academy Trust recorded an operating loss of £437,705.

At 31 August 2024 the net book value of fixed assets was £14,131,889 and movements in tangible fixed assets are shown in Note 11 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy Trust.

The Academy Trust held total funds of £13,347,203. Of this balance £13,590,611 was attributable to fixed assets and grants held for capital purposes and is therefore not freely available to spend on educational activities. Likewise, a balance of £Nil represents the liability of the Local Government Pension Scheme, as a result of an asset cap. Restricted Funds of £142,197 are also held where income has been received for specific purposes such as the Jack Petchey Award Scheme. After taking these into account the school had a deficit in free reserves of £385,605. The Trustees believe that a reserve level of 30 to 60 days running costs is appropriate for a school of our size but the Academy is currently falling short of these reserves. The Trustees are working closely with the DfE on how to restore them. Due to the support agreement in place with the DfE, the Academy is able to continue operating in the interim.

The trustees have reviewed the reserves of the Academy Trust. This review encompassed the nature of income and expenditure streams, the need to match them with commitments and the nature of reserves. The level of reserves will be kept under review by the trustees and the aim is to build reserves over a period of time.

Reserves policy

Free reserves available for use exclude restricted funds.

The trustees review yearly the value of Academy Trust reserves required to be held, that are not restricted to any particular purpose. We also consider our exposure to the risk of any significant loss of income or unforeseen cost. A significant drop in income is unlikely given the current government commitment to education funding, although other income dropping and unforeseen costs are risks that could crystallise. The levels of reserves held are to mitigate against these risks.

During the year, in light of our strategy and the prevailing economic circumstances, the trustees reviewed the reserves policy and confirmed as acceptable a free reserve range of between one and two months aggregated expenditure (£0.8m to £1.6m) for future periods.

Investment policy

The Academy Trust has the power to make investment decisions as it holds cash balances as part of its reserves. Surplus funds are held on deposit and with the relatively low level of cash reserves the trustees have taken the view that having funds locked away for periods of time could prove detrimental.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Principal risks and uncertainties

The Academy Trust has undertaken further work during the year to develop and embed the system of internal control, including financial, operational and risk management which is designed to protect the Academy Trust's assets and reputation. This included the use of an external provider to deliver the internal scrutiny requirements.

Based on the School Improvement Plan, the Senior Leadership Team undertakes a comprehensive review of the risks to which the Academy Trust is exposed. They identify systems and procedures, including specific preventable actions which should mitigate any potential impact on the Academy Trust. The internal controls are then implemented, and the subsequent year's appraisal will review their effectiveness and progress against risk mitigation actions. In addition to the annual review, the Senior Leadership Team will also consider any risks which may arise as a result of a new area of work being undertaken by the Academy Trust.

The risk register is maintained at the Academy Trust level which is reviewed at least annually by the Finance & Audit Committee and more frequently where necessary. The risk register identifies the key risks, the likelihood of those risks occurring, their potential impact on the Academy Trust and the actions being taken to reduce and mitigate the risks. Risks are prioritised using a consistent scoring system.

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

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1. Government revenue funding

The Academy Trust has considerable reliance on continued government funding through the education sector funding bodies. There can be no assurance that government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

The Academy Trust is aware of several issues which may impact on future funding:

- The DfE continued drive towards resource management and benchmarking
- The ESFA making it an obligation of trustees to ensure the trust remains a going concern

This risk is mitigated in a number of ways:

- The Academy Trust seeks to maintain close external relationships with relevant bodies
- The Academy Trust updates its predicted outturn and 3-year forecast as information arises
- The Headteacher and Director of Resources have frequent contact with ministers and senior officials

2. Government capital funding

Capital funding is required for maintenance of the Academy Trusts assets, such as overhauling key infrastructure components for example roof spaces and heating systems. It is also required for improvements relating to safeguarding, and security with much of the school's cast iron boundary fencing in poor condition.

Capital funding is a bidding process that each Academy Trust with fewer than 5 schools is eligible for, and it should be noted that as the number of academies increases the amount of the funding pot does not automatically increase and the bidding is becoming increasingly competitive.

The risk is that funding bids are not successful, or the school does not meet the affordability criteria and that key infrastructure components fail before remedial works can be carried out or that there is a serious safeguarding issue.

The risk is mitigated in a number of ways:

- The Academy Trust has retained a specialist firm to assist with bid preparation and project management
- The Academy Trust maintains a list of all facilities projects that are prioritised
- The Academy Trust has a compliance checklist so that it ensures it carries out all the required inspections and tests of the facilities and equipment and any projects are then added to project list

3. Cyber security

There have been a number of high-profile cases in the press of schools being targeted by ransomware, with all their data being taken and communication channels blocked. We have also noticed a rise in the number of phishing emails and their complexity. In response the DfE have formed a specialist team to support schools and have included cyber security in the latest version of the handbook.

The risk is mitigated in a number of ways:

- The Academy Trust has a commercial firewall
- The Academy Trust has a sandbox application for email attachments
- An email appliance has been put in place that sits outside the school network
- The internal auditors reviewed cyber security during 2021/22

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

4. Health & Safety and estate management

The compliance overhead has grown in recent years and key areas of concern are ensuring a school site is safe, well maintained and complies with relevant regulations. The risks stem from prosecution or personal injury claims and the number of claims that schools are seeing is on the rise. The burden of proof lies with the trust being able to prove and provide evidence that buildings and equipment are safe, well maintained, staff are provided with appropriate information and training, plus that checks are carried out routinely.

The risk is mitigated in a number of ways:

- The Academy Trust has an asset management plan for the site that is maintained by external property consultants
- The Academy Trust has a Health & Safety Committee that provides scrutiny of the compliance checklist and monitors any incidents
- The Academy Trust has external support for health and safety who carry out two audits a year
- The Academy Trust has a web-based portal to keep a track of risk assessments and training records

Fundraising

The school's approach to fundraising is balanced and appropriate for a state funded school. The opportunities for parental donations are highlighted when pupils join the school, along with a few events that the Parents Association facilitate during the course of the year.

The school has not engaged with any commercial or professional fundraisers during the year.

The school has a complaints policy. It is clear within this document that any issues relating to financial matters should be directed to the Director of Resources.

Fundraising for the school is carried out by the Parents Association and the Old Southendians Association. Their fundraising activities are monitored by having trustees and representatives from the school on the committees of both groups.

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

Streamlined energy and carbon reporting

As the Trust has fewer than 250 employees and is, therefore, not a large company, we are not required to report on energy use or emissions within the trustees' report.

Plans for future periods

The detailed plans for the next three years were contained in the School Improvement Plan which was reviewed and updated during the summer term.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Auditor

In so far as the trustees are aware:

- there is no relevant audit information of which the Charitable Company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 05 December 2024 and signed on its behalf by:



Mrs S O'Ryan
Chair

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

Scope of responsibility

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

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

The board of trustees has delegated the day-to-day responsibility to the 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 Southend High School For Boys Academy Trust and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Governing Body has formally met 6 times during the year. Attendance during the year at meetings of the trustee's was as follows:

Trustees	Meetings attended	Out of possible
Dr P Husselbee (Vice Chair)	6	6
Mrs S O'Ryan (Chair)	5	6
Dr R Bevan (Headteacher and Accounting Officer) (Resigned 31 August 2024)	6	6
Mr P Crow (Staff Governor) (Resigned 31 December 2023)	1	2
Mr A Watts	2	6
Ms T Whittington	6	6
Mr SAA Moinuddin	4	6
Mrs J Baldwin	5	6
Mr C Briggs	4	6
Mr A Cass (Staff Governor)	6	6
Mrs K Lammert	6	6
Mr JM Van Deventer (Resigned 31 December 2023)	1	2
Mrs V Cavalier (Staff Governor) (Resigned 31 December 2023)	1	2
Mr J Mashakada	4	6
Mr B Filev	3	6
Mr J Mitchell	6	6
Mr T Scroton	4	6
Mr T DeRuiter (Appointed 27 September 2023)	6	6
Mr K Spenceley (Appointed 27 September 2023)	6	6
Mrs RV Worth (Headteacher and Accounting Officer) (Appointed 1 September 2024)	0	0
Mr DJ Hill (Staff Governor) (Appointed 1 February 2024)	4	4
Mr EK Sainsbury (Staff Governor) (Appointed 1 February 2024)	4	4
Mrs AM Walsh (Appointed 26 February 2024)	3	3

Conflicts of interest

To manage conflicts of interest, the academy maintains an up-to-date and complete register of interests.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Governance reviews

The finance and audit committee is a sub-committee of the main board of trustees. Its purpose is to advise the Governing Body on financial strategy and policy in relation to financial matters. The committee receives and scrutinises the annual budget and then recommends it for consideration and adoption to the Governing Body.

The Finance and Audit Committee has met 6 times during the year.
Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
Dr P Husselbee (Vice Chair)	6	6
Mrs S O'Ryan (Chair)	5	6
Dr R Bevan (Headteacher and Accounting Officer) (Resigned 31 August 2024)	6	6
Mr P Crow (Staff Governor) (Resigned 31 December 2023)	1	2
Mr A Watts	2	6
Ms T Whittington	6	6
Mr SAA Moinuddin	4	6
Mrs J Baldwin	5	6
Mr C Briggs	4	6
Mrs K Lammert	6	6
Mr JM Van Deventer (Resigned 31 December 2023)	1	2
Mrs V Cavalier (Staff Governor) (Resigned 31 December 2023)	1	2
Mr J Mashakada	4	6
Mr B Filev	3	6
Mr J Mitchell	6	6
Mr T Scroton	4	6
Mr T DeRuiter (Appointed 27 September 2023)	6	6
Mr K Spenceley (Appointed 27 September 2023)	6	6
Mrs AM Walsh (Appointed 26 February 2024)	3	3

Review of value for money

As Accounting Officer, the headteacher has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the board of Governors where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by continuing to use our own premises staff to carry out maintenance and alterations across the school sites as opposed to using more expensive contractors. This responsiveness to issues with the buildings help us maintain a very high room utilisation rate.

Matching the needs of the timetable to contracted teaching hours is a challenge for all secondary school settings. During the year we were able to make recruitment decisions and appointments alongside intelligent deployments so that we are both fully staffed with subject specialists and the match to the timetable need for September was tight and highly efficient.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Southend High School For Boys Academy Trust for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

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

The risk and control framework

The Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation 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 Governing Body 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.

The Governing Body each year considers the need for a specific audit function and continues to appoint an auditor from outside of the organisation.

The internal auditors role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. In particular the checks carried out during the current period included governance, budgeting and safeguarding.

The school has an external health and safety advisory service and we received their annual report in the year.

On a termly basis, the internal auditor reports to the Governing Body on the operation of the systems of control and on the discharge of the Governing Body's financial responsibilities.

During the period there were no material control issues arising as a result of the internal auditors work and all work was carried out in accordance with the ESFA's requirements.

Review of effectiveness

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

- The work of the internal auditor;
- The work of the external auditor; and
- The work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the governing body and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of trustees on 05 December 2024 and signed on its behalf by:



Mrs S O'Ryan
Chair



Mrs RV Worth
Headteacher and Accounting Officer

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2024

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

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

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



Mrs RV Worth
Accounting Officer

05 December 2024

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees (who are also the directors of Southend High School for Boys Academy Trust for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Academies Accounts Direction 2023 to 2024 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of trustees on 05 December 2024 and signed on its behalf by:



Mrs S O'Ryan
Chair

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the financial statements of Southend High School for Boys Academy Trust for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 the 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 academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material uncertainty relating to going concern

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

In forming our opinion on the financial statements, we have considered the adequacy of the disclosures made in note 1.2 to the financial statements concerning the Academy's ability to continue as a going concern.

The forecasts prepared by the Academy show a free reserve expected deficit position at the end of 2024/25 of £653k. The draft budget for the following year forecasts a £60k surplus based on cost savings and includes an increase in the external donations expected to be received. The trustees are working closely with the Education & Skills Funding Agency on a support and recovery plan which has been implemented and has the overall objective of delivering a sustainable budget moving forward.

Whilst surplus amounts are forecast in 2025/26 and the following two years, these do not currently clear the overall forecast deficit position and therefore the Academy continue to rely on the support from the Department for Education, which creates a material uncertainty regarding the going concern status of the Academy.

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

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Other information

The trustees are responsible for the other information, which 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 Trustees' report including the incorporated strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report including the incorporated 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 academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report, including the incorporated strategic report.

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

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

Responsibilities of trustees

As explained more fully in the statement of Trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the accounts

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 accounts.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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.

Capability of the audit in detecting irregularity, including fraud

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our: general commercial and sector experience; through verbal and written communications with those charged with governance and other management; and via inspection of the Academy Trust's regulatory and legal correspondence.

We discussed with those charged with governance and other management the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations to our team and remained alert to any indicators of non-compliance throughout the audit, we also specifically considered where and how fraud may occur within the Academy Trust.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Academy Trust is subject to laws and regulations that directly affect the financial statements, including: the Academy Trust's constitution; relevant financial reporting standards; company law; the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with FRS 102 (effective from 1 January 2019); the Academies Accounts Direction 2023-24; and we assess the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly the Academy Trust is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on the amounts or disclosures in the financial statements, for instance through the imposition of fines and penalties, or through losses arising from litigations. We identified the following areas as those most likely to have such an affect: legislation directly applicable to charities sector such as the Charities Act 2011, the Academy Trust's funding agreement; the requirements of the Academy Trust Handbook 2023; employment legislation; health and safety legislation; safeguarding legislation; the regulatory requirements of the Education and Skills Funding Agency; data protection legislations; anti-bribery and corruption legislation.

International Auditing Standards (UK) limit the required procedures to identify non-compliance with these laws and regulations to the procedures, and no procedures over and above those already noted are required. These limited procedures did not identify any actual or suspected non-compliance which laws and regulations that could have a material impact on the financial statements.

In relation to fraud, we performed the following specific procedures in addition to those already noted:

- Challenging assumptions made by management in its significant accounting estimates in particular: income recognition, depreciation of tangible fixed assets; and valuation of local government pension scheme deficit;
- Identifying and testing journal entries during the period and in the post balance sheet period, in particular any entries posted with unusual nominal ledger account combinations, journal entries posted by senior management;
- Performing analytical procedures to identify unexpected movements in account balances which may be indicative of fraud;
- Ensuring that testing undertaken on both the Statement of Financial Activity (SoFA) and the Balance Sheet includes a number of items selected on a random basis;
- Reviewing the minutes of the meetings of the Governing Body and key sub committees;
- Evaluating internal control and review procedures, and reviewing findings of internal audit reviews;
- Evaluating and documenting internal controls and testing their application by walkthrough testing;
- Reviewing the work carried out for the Regularity Assurance Report.

These procedures did not identify any actual or suspected fraudulent irregularity that could have a material impact on the financial statements.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with International Auditing Standards (UK). For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the procedures that we are required to undertake would identify it. In addition, as with any audit, there remains a high risk of non-detection of irregularities, as these might involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal controls. We are not responsible for preventing non-compliance with laws and regulations or fraud, and cannot be expected to detect non-compliance with all laws and regulations or every incidence of fraud.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://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.


Kate Bell (Senior Statutory Auditor)
for and on behalf of Rickard Luckin Limited

18/12/2024
.....

Chartered Accountants
Statutory Auditor

Phoenix House, Suite 8
Christopher Martin Road
Basildon
Essex
SS14 3EZ

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2024

In accordance with the terms of our engagement letter dated 23 October 2023 and further to the requirements of the Education & Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Southend High School for Boys Academy Trust during the period 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Southend High School for Boys Academy Trust's accounting officer and the reporting accountant

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

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 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. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- reviewing the minutes of the meetings of the Governing Body and key sub committees;
- evaluating internal control and review procedures, and reviewing findings of internal audit reviews;
- reviewing action taken as a result of recommendations from internal audit procedures, external audit, and ESFA updates;
- evaluating and documenting internal controls and testing their application by walkthrough;
- testing a sample of payments to ensure that they have been authorised in accordance with the Academy's financial procedures and the Academies Trust Handbook.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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 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.


Reporting Accountant
Rickard Luckin Limited
Phoenix House, Suite 8
Christopher Martin Road
Basildon
Essex
SS14 3EZ

Dated: 18/12/2024

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and capital grants	3	47,529	-	310,949	358,478	129,417
Charitable activities:						
- Funding for educational operations	4	439,965	8,092,293	-	8,532,258	8,183,565
Other trading activities	5	392,111	-	-	392,111	363,807
Investments	6	429	-	-	429	318
Total		880,034	8,092,293	310,949	9,283,276	8,677,107
Expenditure on:						
Charitable activities:						
- Educational operations	8	1,444,735	7,948,781	327,465	9,720,981	9,043,779
Total	7	1,444,735	7,948,781	327,465	9,720,981	9,043,779
Net income/(expenditure)		(564,701)	143,512	(16,516)	(437,705)	(366,672)
Transfers between funds	17	(121,580)	-	121,580	-	-
Other recognised gains/(losses)						
Actuarial (losses)/gains on defined benefit pension schemes	19	-	(20,000)	-	(20,000)	789,000
Net movement in funds		(686,281)	123,512	105,064	(457,705)	422,328
Reconciliation of funds						
Total funds brought forward		300,676	18,685	13,485,547	13,804,908	13,382,580
Total funds carried forward		(385,605)	142,197	13,590,611	13,347,203	13,804,908

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

Comparative year information Year ended 31 August 2023	Notes	Unrestricted	Restricted funds:		Total
		funds	General	Fixed asset	2023
		£	£	£	£
Income and endowments from:					
Donations and capital grants	3	46,447	-	82,970	129,417
Charitable activities:					
- Funding for educational operations	4	543,645	7,639,920	-	8,183,565
Other trading activities	5	363,693	114	-	363,807
Investments	6	318	-	-	318
Total		<u>954,103</u>	<u>7,640,034</u>	<u>82,970</u>	<u>8,677,107</u>
Expenditure on:					
Charitable activities:					
- Educational operations	8	992,662	7,735,634	315,483	9,043,779
Total	7	<u>992,662</u>	<u>7,735,634</u>	<u>315,483</u>	<u>9,043,779</u>
Net expenditure		(38,559)	(95,600)	(232,513)	(366,672)
Transfers between funds	17	(63,598)	-	63,598	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	19	-	789,000	-	789,000
Net movement in funds		(102,157)	693,400	(168,915)	422,328
Reconciliation of funds					
Total funds brought forward		402,833	(674,715)	13,654,462	13,382,580
Total funds carried forward		<u>300,676</u>	<u>18,685</u>	<u>13,485,547</u>	<u>13,804,908</u>

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	12		14,131,889		14,256,264
Current assets					
Debtors	13	368,498		303,428	
Cash at bank and in hand		364,995		743,306	
			733,493		1,046,734
Current liabilities					
Creditors: amounts falling due within one year	14	(622,461)		(672,372)	
Net current assets			111,032		374,362
Total assets less current liabilities			14,242,921		14,630,626
Creditors: amounts falling due after more than one year	15		(895,718)		(770,718)
Net assets excluding pension liability			13,347,203		13,859,908
Defined benefit pension scheme liability	19		-		(55,000)
Total net assets			13,347,203		13,804,908
Funds of the academy trust:					
Restricted funds	17				
- Fixed asset funds			13,590,611		13,485,547
- Restricted income funds			142,197		73,685
- Pension reserve			-		(55,000)
Total restricted funds			13,732,808		13,504,232
Unrestricted income funds	17		(385,605)		300,676
Total funds			13,347,203		13,804,908

The accounts on pages 26 to 50 were approved by the trustees and authorised for issue on 05 December 2024 and are signed on their behalf by:



Mrs S O'Ryan
Chair

Company registration number 07485584 (England and Wales)

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Net cash (used in)/provided by operating activities	20		(611,599)		347,665
Cash flows from investing activities					
Dividends, interest and rents from investments		429		318	
Capital grants from DfE Group		310,949		82,970	
Purchase of tangible fixed assets		(203,090)		(498,436)	
Net cash provided by/(used in) investing activities			108,288		(415,148)
Cash flows from financing activities					
Repayment of other loan		125,000		(2,500)	
Net cash provided by/(used in) financing activities			125,000		(2,500)
Net decrease in cash and cash equivalents in the reporting period			(378,311)		(69,983)
Cash and cash equivalents at beginning of the year			743,306		813,289
Cash and cash equivalents at end of the year			<u>364,995</u>		<u>743,306</u>

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

Southend High School for Boys Academy Trust is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the Trustees' report.

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

1.1 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 financial statements 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.

Southend High School for Boys Academy Trust meets the definition of a public benefit entity under FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 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 cause doubt on the ability of the charitable company to continue as 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 financial position has been difficult, with a free reserve expected deficit position at the end of 2024/25 of £1,390,013. Extensive discussions and negotiations have been undertaken with the Education and Skills Funding Agency and a support and recovery plan has now been agreed, which will ensure the future of the academy trust until at least the financial year 2025/26.

The recovery plan has been implemented and shows surplus reserves being generated at the end of the following three years forecasts. These surplus amounts do not clear the overall deficit and therefore the Academy continue to rely on the loans of support from the Department for Education, which creates a material uncertainty regarding the going concern status of the Academy.

1.3 Income

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

Grants

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

General Annual Grant is recognised in full in the statement of financial activities in the period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

Sponsorship income

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

Donations

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

Other income

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

Donated goods, facilities and services

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

Donated fixed assets

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

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.5 Tangible fixed assets and depreciation

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Freehold land and buildings	2%/2.5%/5% straight line basis (on buildings with an estimated useful remaining economic life of less than 50 years)
Solar panels	5% straight line basis
Computer equipment	20% straight line basis
Furniture and equipment	10% straight line basis
Motor vehicles	25% straight line basis

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

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

1.6 Liabilities

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

1.7 Leased assets

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

1.8 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. Prepayments are not financial instruments.

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

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. 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.

1.9 Taxation

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

1.10 Pensions benefits

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

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

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

1.11 Fund accounting

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

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

Restricted general funds comprise all other restricted funds received and include grants from the Education Funding Agency and Department for Education.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies (Continued)

1.12 Agency arrangements

The academy acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities, as the academy does not have control over the charitable application of the funds. The academy can use up to 5% of the allocation towards its own administration costs, and this is recognised in the Statement of Financial Activities.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

LGPS

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact on the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 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.

Critical areas of judgement

There are no critical areas of judgment.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Capital grants	-	310,949	310,949	82,970
Other donations	47,529	-	47,529	46,447
	<u>47,529</u>	<u>310,949</u>	<u>358,478</u>	<u>129,417</u>

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
DfE/ESFA grants				
General annual grant (GAG)	-	7,587,332	7,587,332	7,375,085
Other DfE/ESFA grants:				
- Pupil premium	-	67,260	67,260	64,890
- Others	-	157,510	157,510	-
	-	7,812,102	7,812,102	7,439,975
Other government grants				
Local authority grants	-	280,191	280,191	172,309
COVID-19 additional funding				
DfE/ESFA				
Other DfE/ESFA COVID-19 funding	-	-	-	27,636
Other incoming resources	439,965	-	439,965	543,645
Total funding	439,965	8,092,293	8,532,258	8,183,565

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Hire of facilities	11,139	-	11,139	9,241
Catering income	372,945	-	372,945	349,078
Event income	8,027	-	8,027	5,374
Other income	-	-	-	114
	392,111	-	392,111	363,807

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Short term deposits	429	-	429	318

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

7 Expenditure	Staff costs	Non-pay expenditure		Total	Total
	£	Premises £	Other £	2024 £	2023 £
Academy's educational operations					
- Direct costs	5,854,256	-	924,989	6,779,245	6,197,872
- Allocated support costs	1,430,512	808,661	702,563	2,941,736	2,845,907
	<u>7,284,768</u>	<u>808,661</u>	<u>1,627,552</u>	<u>9,720,981</u>	<u>9,043,779</u>
Net income/(expenditure) for the year includes:				2024 £	2023 £
Operating lease rentals				29,758	29,758
Depreciation of tangible fixed assets				327,465	314,888
Loss on disposal of fixed assets				-	595
Fees payable to auditor for audit services				15,600	14,840
Net interest on defined benefit pension liability				(6,000)	27,000
				<u></u>	<u></u>

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

8 Charitable activities	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Direct costs				
Educational operations	980,024	5,799,221	6,779,245	6,197,872
Support costs				
Educational operations	464,711	2,477,025	2,941,736	2,845,907
	<u>1,444,735</u>	<u>8,276,246</u>	<u>9,720,981</u>	<u>9,043,779</u>
Analysis of costs			2024 £	2023 £
Direct costs				
Teaching and educational support staff costs			5,854,256	5,144,188
Staff development			43,044	54,911
Educational supplies and services			257,676	296,946
Examination fees			245,259	221,164
Other direct costs			379,010	480,663
			<u>6,779,245</u>	<u>6,197,872</u>
Support costs			1,430,512	1,391,216
Support staff costs			327,465	315,483
Depreciation			188,796	157,257
Technology costs			152,046	179,135
Maintenance of premises and equipment			17,977	16,309
Cleaning			24,583	29,949
Energy costs			236,808	260,673
Rent, rates and other occupancy costs			31,176	27,657
Insurance			18,606	13,054
Security and transport			379,636	338,136
Catering			(6,000)	27,000
Finance costs			33,541	16,829
Other support costs			106,590	73,209
Governance costs			<u>2,941,736</u>	<u>2,845,907</u>

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

9 Staff

Staff costs and employee benefits

Staff costs during the year were:

	2024	2023
	£	£
Wages and salaries	5,435,355	4,868,938
Social security costs	554,017	485,761
Pension costs	1,246,839	1,128,705
	<hr/>	<hr/>
Staff costs - employees	7,236,211	6,483,404
Agency staff costs	48,557	52,000
	<hr/>	<hr/>
	7,284,768	6,535,404
Staff development and other staff costs	43,044	54,911
	<hr/>	<hr/>
Total staff expenditure	<u>7,327,812</u>	<u>6,590,315</u>

Three of the employees remunerated over £60,000 participated in the Teachers' Pension Scheme. During the year employer's pension contributions for these staff amounted to £60,858 (2023 - £66,409). The other employee participated in the Local Government Pension Scheme and employer's pension contributions amounted to £22,078 (2023 - £20,864).

Staff numbers

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

	2024	2023
	Number	Number
Teachers	80	78
Administration and support	70	69
Management	4	4
	<hr/>	<hr/>
	154	151
	<hr/>	<hr/>

Higher paid staff

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

	2024	2023
	Number	Number
£60,001 - £70,000	1	1
£70,001 - £80,000	-	1
£80,001 - £90,000	2	1
£140,001 - £150,000	-	1
£150,001 - £160,000	1	-
	<hr/>	<hr/>

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

9 Staff

(Continued)

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £767,691 (2023 - £690,191).

10 Trustees' remuneration and expenses

One or more of the trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The headteacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff members under their contracts of employment, and not in respect of their services as trustees.

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

R Bevan (Headteacher and Accounting Officer):	£150,000 - £155,000 (2023: £140,000 - £145,000)
P Crow (Staff Governor):	£20,000 - £25,000 (2023: £55,000 - £60,000)
A Cass (Staff Governor):	£50,000 - £55,000 (2023: £40,000 - £45,000)
V Cavalier (Staff Governor):	£15,000 - £20,000 (2023: £45,000 - £50,000)
E Sainsbury (Staff Governor):	£20,000 - £25,000 (first year appointed)
D Hill (Staff Governor):	£20,000 - £25,000 (first year appointed)

Those accruing retirement benefits under the Teachers' Pension Scheme and contributions in the year were as follows:

R Bevan (Headteacher and Accounting Officer):	£35,000 - £40,000 (2023: £30,000 - £35,000)
P Crow (Staff Governor):	£0 - £5,000 (2023: £10,000 - £15,000)
A Cass (Staff Governor):	£10,000 - £15,000 (2023: £10,000 - £15,000)
V Cavalier (Staff Governor):	£0 - £5,000 (2023: £10,000 - £15,000)
E Sainsbury (Staff Governor):	£5,000 - £10,000 (first year appointed)
D Hill (Staff Governor):	£5,000 - £10,000 (first year appointed)

During the period ended 31 August 2024, travel and subsistence expenses totalling £Nil were reimbursed (2023: £192).

11 Trustees' and officers' insurance

The academy has opted into the Department for Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business. The insurance provides cover up to £10,000,000.

It is not possible to quantify the trustees and officers indemnity element from the overall cost of the RPA scheme.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

12 Tangible fixed assets

	Freehold land and buildings £	Solar panels £	Computer equipment £	Furniture and equipment £	Motor vehicles £	Total £
Cost						
At 1 September 2023	15,768,201	252,404	622,525	796,170	79,910	17,519,210
Additions	147,342	-	13,124	42,624	-	203,090
At 31 August 2024	15,915,543	252,404	635,649	838,794	79,910	17,722,300
Depreciation						
At 1 September 2023	2,016,726	133,561	507,310	558,937	46,412	3,262,946
Charge for the year	199,960	12,620	39,959	67,044	7,882	327,465
At 31 August 2024	2,216,686	146,181	547,269	625,981	54,294	3,590,411
Net book value						
At 31 August 2024	13,698,857	106,223	88,380	212,813	25,616	14,131,889
At 31 August 2023	13,751,475	118,843	115,215	237,233	33,498	14,256,264

13 Debtors

	2024 £	2023 £
Trade debtors	3,970	6,098
Other debtors	88,508	103,901
Prepayments and accrued income	276,020	193,429
	368,498	303,428

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	27,673	105,254
Other taxation and social security	139,682	123,903
Other creditors	152,260	118,875
Accruals and deferred income	302,846	324,340
	622,461	672,372

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

15	Creditors: amounts falling due after more than one year	2024 £	2023 £
	Other loans	895,718	770,718
		<u>895,718</u>	<u>770,718</u>
	Analysis of loans	2024 £	2023 £
	Wholly repayable within five years	895,718	770,718
	Less: included in current liabilities	-	-
		<u>895,718</u>	<u>770,718</u>
	Amounts included above	<u>895,718</u>	<u>770,718</u>
	Loan maturity		
	Due in more than two years but not more than five years	125,000	-
	Due in more than five years	770,718	770,718
		<u>895,718</u>	<u>770,718</u>

The loans are secured by fixed and floating charges over the freehold property and assets of the academy.

In 2017 an amount of £1,541,953 was awarded from the Capital Improvement Fund. 50% of this amount was received as a loan. Repayment of the loan will not commence until completion of the project and the Academy meets the ESFA affordability criteria (assessed annually). On this basis the entirety of the loan balance of £770,718 is disclosed as payable in more than 5 years.

16	Deferred income	2024 £	2023 £
	Deferred income is included within:		
	Creditors due within one year	224,163	227,723
		<u>224,163</u>	<u>227,723</u>
	Deferred income at 1 September 2023	227,723	218,833
	Released from previous years	(227,723)	(218,833)
	Resources deferred in the year	224,163	227,723
		<u>224,163</u>	<u>227,723</u>
	Deferred income at 31 August 2024	<u>224,163</u>	<u>227,723</u>

At the balance sheet date the academy was holding funds received in advance for devolved formula capital and rates which would be occurring in the next financial year.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

17 Funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted general funds					
General Annual Grant (GAG)	-	7,587,332	(7,587,332)	-	-
Pupil premium	-	67,260	(50,590)	-	16,670
Other DfE/ESFA grants	-	157,510	(129,516)	-	27,994
Other government grants	11,135	280,191	(256,343)	-	34,983
Other restricted funds	62,550	-	-	-	62,550
Pension reserve	(55,000)	-	75,000	(20,000)	-
	<u>18,685</u>	<u>8,092,293</u>	<u>(7,948,781)</u>	<u>(20,000)</u>	<u>142,197</u>
Restricted fixed asset funds					
DfE group capital grants	<u>13,485,547</u>	<u>310,949</u>	<u>(327,465)</u>	<u>121,580</u>	<u>13,590,611</u>
Total restricted funds	<u>13,504,232</u>	<u>8,403,242</u>	<u>(8,276,246)</u>	<u>101,580</u>	<u>13,732,808</u>
Unrestricted funds					
General funds	<u>300,676</u>	<u>880,034</u>	<u>(1,444,735)</u>	<u>(121,580)</u>	<u>(385,605)</u>
Total funds	<u>13,804,908</u>	<u>9,283,276</u>	<u>(9,720,981)</u>	<u>(20,000)</u>	<u>13,347,203</u>

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

Restricted general funds and other restricted funds

These relate to the Academy Trust's development and operational activities. Under the Funding Agreement with the Secretary of State, the Academy Trust was not subject to GAG carry forward limits.

Restricted fixed asset fund

This relates to the fixed assets held by the Academy Trust adjusted for associated grants and loans.

Pension reserve

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

The academy is carrying a net deficit of £385,605 on unrestricted funds but a net surplus of £142,197 restricted general funds (excluding pension reserve). The academy is also carrying £105,064 of unspent capital grants relating to works being carried out in the next financial year.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

17 Funds

(Continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	-	7,375,085	(7,375,085)	-	-
Pupil premium	14,398	64,890	(79,288)	-	-
Other DfE/ESFA COVID-19 funding	15,655	27,636	(33,688)	-	9,603
Other government grants	15,399	172,309	(176,573)	-	11,135
Other restricted funds	52,833	114	-	-	52,947
Pension reserve	(773,000)	-	(71,000)	789,000	(55,000)
	<u>(674,715)</u>	<u>7,640,034</u>	<u>(7,735,634)</u>	<u>789,000</u>	<u>18,685</u>
Restricted fixed asset funds					
DfE group capital grants	<u>13,654,462</u>	<u>82,970</u>	<u>(315,483)</u>	<u>63,598</u>	<u>13,485,547</u>
Total restricted funds	<u>12,979,747</u>	<u>7,723,004</u>	<u>(8,051,117)</u>	<u>852,598</u>	<u>13,504,232</u>
Unrestricted funds					
General funds	<u>402,833</u>	<u>954,103</u>	<u>(992,662)</u>	<u>(63,598)</u>	<u>300,676</u>
Total funds	<u>13,382,580</u>	<u>8,677,107</u>	<u>(9,043,779)</u>	<u>789,000</u>	<u>13,804,908</u>

18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	-	14,131,889	14,131,889
Current assets	361,856	142,197	229,440	733,493
Current liabilities	(622,461)	-	-	(622,461)
Non-current liabilities	(125,000)	-	(770,718)	(895,718)
Total net assets	<u>(385,605)</u>	<u>142,197</u>	<u>13,590,611</u>	<u>13,347,203</u>

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

18 Analysis of net assets between funds

(Continued)

	Unrestricted	Restricted funds:		Total
	Funds	General	Fixed asset	Funds
	£	£	£	£
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	14,256,264	14,256,264
Current assets	395,049	651,684	1	1,046,734
Current liabilities	(94,373)	(577,999)	-	(672,372)
Non-current liabilities	-	-	(770,718)	(770,718)
Pension scheme liability	-	(55,000)	-	(55,000)
Total net assets	300,676	18,685	13,485,547	13,804,908

19 Pension and similar obligations

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

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

Contributions amounting to £125,505 were payable to the scheme at 31 August 2024 (2023: £95,373) and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers in academy trusts. 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.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations

(Continued)

Valuation of the Teachers' Pension Scheme

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

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HIMT, 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 and the cost control result is such that no change in member benefits is needed.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2023.

The pension costs paid to the TPS in the period amounted to £972,983 (2023: £1,121,719).

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

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

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 25% for employers and 5.5 to 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 academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Total contributions made	2024	2023
	£	£
Employer's contributions	350,000	297,000
Employees' contributions	86,000	75,000
Total contributions	<u>436,000</u>	<u>372,000</u>

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations (Continued)

Principal actuarial assumptions	2024 %	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	5.05	5.4
Inflation assumption (CPI)	2.8	2.9

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

	2024 Years	2023 Years
Retiring today		
- Males	20.7	20.7
- Females	23.3	23.2
Retiring in 20 years		
- Males	22.0	22.0
- Females	24.7	24.6

Scheme liabilities would have been affected by changes in assumptions as follows:

	+0.1%	0.0%	-0.1%
Adjustment to discount rate	£000	£000	£000
Present value of total obligation	5,030	5,115	5,203
Projected service cost	424	436	447

	+0.1%	0.0%	-0.1%
Adjustment to long term salary increase	£000	£000	£000
Present value of total obligation	5,120	5,115	5,110
Projected service cost	436	436	436

	+0.1%	0.0%	-0.1%
Adjustment to pension increases and deferred revaluation	£000	£000	£000
Present value of total obligation	5,119	5,115	5,033
Projected service cost	448	436	424

	+1 Year	None	-1 Year
Adjustment to life expectancy assumptions	£000	£000	£000
Present value of total obligation	5,265	5,115	4,969
Projected service cost	451	436	420

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

		(Continued)	
19	Pension and similar obligations		
	The academy trust's share of the assets in the scheme	2024	2023
		Fair value	Fair value
		£	£
	Equities	2,962,000	2,550,000
	Gilts	91,000	56,000
	Cash	90,000	128,000
	Property	370,000	343,000
	Other assets	1,602,000	1,305,000
	Total market value of assets	<u>5,115,000</u>	<u>4,382,000</u>
	The actual return on scheme assets was £526,000 (2023: £282,000).		
	Amount recognised in the statement of financial activities	2024	2023
		£	£
	Current service cost	281,000	339,000
	Interest income	-	27,000
	Interest cost	(6,000)	-
	Benefit changes, curtailments and settlements gains or losses	(3,000)	-
	Administration expenses	3,000	-
	Total operating charge	<u>275,000</u>	<u>366,000</u>
	Changes in the present value of defined benefit obligations		2024
			£
	At 1 September 2023		4,437,000
	Current service cost		278,000
	Interest cost		238,000
	Employee contributions		86,000
	Actuarial loss/(gain)		146,000
	Benefits paid		(70,000)
	At 31 August 2024		<u>5,115,000</u>

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations (Continued)

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

	2024 £
At 1 September 2023	4,382,000
Interest income	244,000
Actuarial gain	282,000
Employer contributions	350,000
Employee contributions	86,000
Benefits paid	(70,000)
Effect of non-routine settlements and administration expenses	(3,000)
At 31 August 2024	5,271,000
Restriction on scheme assets	(156,000)
Net assets recognised	5,115,000

20 Reconciliation of net expenditure to net cash flow from operating activities

	Notes	2024 £	2023 £
Net expenditure for the reporting period (as per the statement of financial activities)		(437,705)	(366,672)
Adjusted for:			
Capital grants from DfE and other capital income		(310,949)	(82,970)
Investment income receivable	6	(429)	(318)
Defined benefit pension costs less contributions payable	19	(69,000)	44,000
Defined benefit pension scheme finance (income)/cost	19	(6,000)	27,000
Depreciation of tangible fixed assets		327,465	314,888
Loss on disposal of fixed assets		-	595
(Increase)/decrease in debtors		(65,070)	940,198
(Decrease) in creditors		(49,911)	(528,461)
Net cash (used in)/provided by operating activities		(611,599)	348,260

21 Analysis of changes in net debt

	1 September 2023 £	Cash flows £	31 August 2024 £
Cash	743,306	(378,311)	364,995
Loans falling due after more than one year	(770,718)	(125,000)	(895,718)
	(27,412)	(503,311)	(530,723)

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

22 Long-term commitments

Operating leases

At 31 August 2024 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2024	2023
	£	£
Amounts due within one year	29,758	29,758
Amounts due in two and five years	47,116	81,833
Amounts due after five years	-	37,197
	<u>76,874</u>	<u>148,788</u>

23 Capital commitments

	2024	2023
	£	£
Expenditure contracted for but not provided in the accounts	<u>199,848</u>	<u>-</u>

Capital commitments as at the balance sheet date relate to repair work to be completed to the roofing at the West Wing building of the school.

SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

24 Related party transactions

Expenditure related party transactions

Owing to the nature of the academy trust's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the academy trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures. The following related party transaction took place in the period of account:

The Academy Trust is a member of Consortium for Selective Schools in Essex (CSSE) which works to promote the selective schools, share best practice and develop a common approach to policy and selection procedures. There are transactions between the Academy Trust and CSSE in relation to membership fees and payment for work undertaken on behalf of CSSE. During the year the Academy Trust paid £30,072 (2023: £29,219) for services provided by the CSSE and received £1,160 (2023: £1,790) for services provided by the Headteacher in relation to setting papers for the 11+ and standardisation. CSSE does not meet the definition of a related party and therefore are not required to apply the reporting and approval requirements.

The Headteacher was an Executive Committee member of the National Education Union (NEU). There are transactions between NEU and the Academy Trust for work undertaken on behalf of NEU. During the year the Academy Trust received £Nil (2023: £390) for services provided by the Headteacher in relation to NEU National Executive duties.

Other close relationships between governors and the senior management team and employees of the academy are as follows:

- Mrs R Worth (Headteacher) is the spouse of Mr P Worth (Head of Music)
- Dr R Bevan (Previous Headteacher) is the spouse of Mrs C Higgs (Officer Manager & Clerk to the governors)
- Mrs V Cavalier (Leader of German) is the domestic partner of Mr J Bristow (Assistant Leader of English)
- Mrs L March (Assistant Head Teacher) is the spouse of Mr G March (SENDCo and Director of Inclusion and Support).

The above interests are disclosed at Governors meetings. There is no participation by any relevant individual in decisions relating to these people. No benefits were received from any of these arrangements.

In entering into these transactions, the academy trust has complied with the requirements of the Academy Trust Handbook 2023.

25 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

26 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2024 the trust received £29,815 (2023 - £27,034) and disbursed £26,546 (2023 - £27,385) from the fund. An amount of £16,167 (2023 - £12,901) is included in other creditors relating to undistributed funds that is repayable to ESFA.

Also included in other creditors is an amount of £Nil (2023 - £Nil) relating to funds collected for charity by pupils and £Nil (2023: £387) relating to Parent Association funds.