

Company Registration No. 07485584 (England and Wales)

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

**TRUSTEES' REPORT AND AUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

# **SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

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# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

Mr P Richards  
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)  
Mr A Watts  
Ms T Whittington  
Mr S Moinuddin  
Mrs J Baldwin  
Mr C Briggs  
Mr A Cass (Staff Governor)  
Mrs K Lammert (Resigned 22 August 2025)  
Mr J Mashakada  
Mr B Filev  
Mr J Mitchell  
Mr T Scropton (Resigned 22 July 2025)  
Mr T DeRuiter  
Mr K Spenceley  
Mrs R Worth (Headteacher and Accounting Officer) (Appointed 1 September 2024)  
Mr D Hill (Staff Governor)  
Mr E Sainsbury (Staff Governor) (Resigned 31 August 2025)  
Mrs A Walsh  
Mr S Baker (Appointed 3 December 2025)

### Senior leadership team

- Headteacher  
- Assistant Headteacher  
- Director of Finance and Estates  
- Deputy Headteacher  
- Deputy Headteacher

Mrs R Worth  
Mrs L March  
Mrs K Lammert  
Mr G March  
Mr C Foley

### Company registration number

07485584 (England and Wales)

### Registered office

Prittlewell Chase  
Southend-on-Sea  
Essex  
SS0 ORG

### Independent auditor

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

# **SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

## **TRUSTEES' REPORT**

### ***FOR THE YEAR ENDED 31 AUGUST 2025***

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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 2024 to 31 August 2025. 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 1,340 in the school census on 1 October 2024.

#### **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 2025***

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### Method of recruitment and appointment or election of 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 trustees. A 'Co-opted trustee' 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 2025**

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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 an Assistant Headteacher, a Director of Finance and Estates, and two Deputy Headteachers. Together the Senior Leadership Team leads 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 undertake their role 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	-
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### 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.

### **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").

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2025**

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### 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**

It gives the trustees great pleasure to present this report on the 2024/25 academic year—a year that exemplified the strength, ambition, and spirit of Southend High School for Boys. Throughout the year, we remained steadfast in our commitment to nurturing talent, valuing learning, and celebrating achievement. Our shared ethos of welcoming challenge, encouraging participation, and prizing success continued to shape every aspect of school life. Together, staff, students, and our wider community worked tirelessly to build on our proud tradition of excellence while embracing innovation and opportunity.

### **Academic Excellence**

The 2024/25 academic year saw some of the strongest academic outcomes in the school's long and distinguished history.

At A-level, more than 650 entries were completed, with 300 grades awarded at A or A\*, including 100 A\* grades representing truly outstanding achievement. Eighty per cent of all grades fell within the A\* to B range, confirming our position as the leading A-level provider in the local area.

At GCSE, 20 per cent of all grades awarded were at Grade 9, and 67 per cent were Grades 9 to 7. Four students achieved Grade 9s across all their subjects, placing them among the top 154 students nationally. These results reflected not only the hard work and determination of our students but also the expertise, care, and professionalism of our teaching staff.

Every GCSE and A-level lesson continued to be delivered by a trained subject specialist, ensuring that students benefitted from consistently high-quality teaching throughout their school journey. The stability and skill of our teaching team remained a defining feature of the school's ongoing success.

# **SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

## **TRUSTEES' REPORT (CONTINUED) FOR**

### **THE YEAR ENDED 31 AUGUST 2025**

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Our school improvement strategy, guided by the 2020 Vision – *Seeing Clearly into the Future*, continued to drive progress across all areas of teaching and learning. The focus remained on deepening subject knowledge, developing analytical and critical thinking, and promoting effective classroom dialogue through expert questioning.

Technology-enhanced learning became an increasingly valuable aspect of our approach, particularly through the integration of AI tools designed to support learning and reduce teacher workload. Assessment was further embedded within the curriculum, enabling staff to identify and address student needs with greater precision and confidence.

We continued to place strong emphasis on ethical optimism, inclusivity, and self-regulation. Opportunities for student leadership expanded across classrooms, while staff development centred on formative assessment and provision for able pupils, including those with special educational needs and disabilities.

Our Autism Resource Base continued to thrive. New students settled in exceptionally well, benefitting from excellent support that was recognised and commended by Ofsted. The provision remained a model of inclusion and specialist expertise within the school.

#### **Culture, Community, and Enrichment**

Beyond the classroom, Southend High School for Boys continued to foster a vibrant, inclusive, and outward-looking culture.

The introduction of our first-ever Culture Day, led by the School Council, proved to be a joyful and unifying celebration of diversity, empathy, and community. Its success ensured that it would become a valued annual tradition.

The Drama Department staged a superb production of *Romeo and Juliet*, showcasing the creativity, collaboration, and confidence of our students. Meanwhile, the establishment of the Southend High School for Boys Charitable Trust made an immediate and meaningful impact, raising significant funds to support the school's development and future ambitions. We remained deeply grateful to our Trustees for their generosity and vision.

Our international outlook was further strengthened through a cultural exchange with students from Shanghai, which included a robotics competition and a series of family-hosted celebrations. This enriching experience reflected the warmth, hospitality, and openness of our school community and the enduring value of global partnerships.

#### **Recognition and Awards**

The year brought significant recognition for departmental excellence.

The Science Department received a Prince's Teaching Institute Award and was ranked among the top three science departments nationally—an outstanding achievement that demonstrated both innovation and rigour in scientific education.

The Music Department was selected as the Lead Secondary School Music Department in Essex, supporting and mentoring colleagues across the county.

The Old Southendians Association once again provided invaluable support to the school. Events such as the annual Jazz Night raised over £12,000 and brought together current students and alumni in celebration of music, friendship, and shared heritage.

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED) FOR

### THE YEAR ENDED 31 AUGUST 2025

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Leadership and staffing remained key strengths of the school throughout the year.

In February, Mrs Rachel Worth was appointed as Headteacher and took up her post with immediate effect. Alongside this appointment, Mrs Karen Lammert was named Chief Financial Officer, and Mr Gareth March and Mr Charlie Foley were appointed as Deputy Headteachers. They will take up their respective roles in September 2025, and we look forward to working closely with them and to reporting on the strength and impact of the leadership team in next year's review.

We would like to record my deepest thanks to the wider Senior Leadership Team for their remarkable commitment, adaptability, and professionalism throughout the year. Their willingness to step forward, provide stability, and lead with integrity during a period of transition was exemplary and deeply appreciated.

We also wish to extend my sincere gratitude to our Trustees and Members for their continued guidance, strategic oversight, and unwavering support. Their partnership was instrumental in helping us navigate the year's challenges and maintain our clear focus on providing the best possible education and opportunities for our students.

#### Financial Stewardship and Future Planning

The year presented significant financial challenges, driven by inflationary pressures and unfunded government pay proposals. Despite these difficulties, the school remained proactive, prudent, and transparent in its financial management.

The support provided by the Department for Education was vital in maintaining the high quality of educational provision and in upholding the standards and traditions that define Southend High School for Boys. Across the year, we continued to work closely with trustees, staff, and DfE officials to ensure that any cost-saving measures were managed responsibly and had minimal impact on students' learning and wellbeing. We are positive that our work across this year and into the future will ensure a firmer and more solid financial foundation in the future.

#### Closing Statement

The 2024/25 academic year was one of achievement, resilience, and pride. Across every sphere of school life—academic, cultural, and pastoral—Southend High School for Boys demonstrated excellence and ambition. The successes of the year were the result of collective effort: the hard work of our students, the professionalism of our staff, and the steadfast support of parents, trustees, and the wider school community.

As we look forward to the 2025/26 academic year, we do so with renewed confidence and optimism. Building on the strong foundations of the past year, we remain committed to ensuring that Southend High School for Boys continues to be a place where every student is challenged, inspired, and supported to achieve their very best.

#### 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	2025	2024
Adjusted Current Ratio	1.14	1.18
Adjusted operating position as a % of income	-3.35%	-4.71%
Staff Costs as a % of Operating Income	85.06%	89.01%
Staff Costs as a % of Total Income	77.55%	78.94%
Reserves (exc. Fixed Asset Fund)	-£283,234	-£243,408

#### 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.

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2025**

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### **Financial review**

A high percentage of the Academy Trust's income is obtained from 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 DfE during the year ended 31 August 2025 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

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

During the year ended 31 August 2025, total expenditure of £10,294,729 was met by grant funding from the DfE 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 deficit of £333,494.

At 31 August 2025 the net book value of fixed assets was £13,996,661 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 £12,942,709. Of this balance £13,225,943 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 £146,462 are also held. After taking these into account the school had a deficit in free reserves of £283,234. 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 fixed asset 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.

The current reserves are below the level approved by the Governing Body. This position is being actively monitored, and strategies have been implemented to restore reserves to an appropriate level as soon as possible.

### 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 2025

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#### 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.

#### **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 / DfE 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

#### **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

# **SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

## **TRUSTEES' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2025**

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### **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

### **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 Finance and Estates.

Fundraising for the school is carried out by the Parents Association and the Old Southendians Association and the Southend High School for Boys Charitable Trust. 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 school 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 2025*

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### **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 ~~18/12/25~~ 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 2025

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### 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 guide.

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)	6	6
Mr A Watts	2	6
Ms T Whittington	3	6
Mr S Moinuddin	4	6
Mrs J Baldwin	6	6
Mr C Briggs	5	6
Mr A Cass (Staff Governor)	6	6
Mrs K Lammert (Resigned 22 August 2025)	4	6
Mr J Mashakada	4	6
Mr B Filev	5	6
Mr J Mitchell	5	6
Mr T Scropton (Resigned 22 July 2025)	0	4
Mr T DeRuiter	4	6
Mr K Spenceley	6	6
Mrs R Worth (Headteacher and Accounting Officer) (Appointed 1 September 2024)	6	6
Mr D Hill (Staff Governor)	5	6
Mr E Sainsbury (Staff Governor) (Resigned 31 August 2025)	6	6
Mrs A Walsh	6	6

### 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 2025**

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### 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 is a sub-committee of the main board of trustees. Its purpose is to:

Review and monitor the financial position of the academy and provide recommendations to the full governing body as appropriate.

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)	6	6
Mr A Watts	2	6
Ms T Whittington	3	6
Mr S Moinuddin	4	6
Mrs J Baldwin	6	6
Mr C Briggs	5	6
Mrs K Lammert (Resigned 22 August 2025)	4	6
Mr J Mashakada	4	6
Mr B Filev	5	6
Mr J Mitchell	5	6
Mr T Scroxtton (Resigned 22 July 2025)	0	4
Mr T DeRuiter	4	6
Mr K Spenceley	6	6
Mrs A Walsh	6	6

### 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, as well as estates safety and management, 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 2025**

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### **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 2024 to 31 August 2025 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 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

### **The risk and control framework**

The Academy Trust's system of internal 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 Governing Body has considered the need for a specific internal audit function and has decided to buy-in an internal audit service from Price Bailey. The Internal Auditor's 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 in the current period included:

- testing of risk management

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 through the finance and audit committee on the operation of the systems of control and on the discharge of the Governing Body's financial responsibilities. On an annual basis the internal auditors prepare a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

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 DfE requirements.

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2025**

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### 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 financial management and governance self-assessment process or the school resource management self-assessment tool;
- Correspondence from DfE;
- 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.

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.

### Conclusion

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

Approved by order of the board of trustees on 18/12/25 and signed on its behalf by:



Mrs S O'Ryan  
Chair



Mrs R Worth  
Headteacher and Accounting Officer

# **SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

## **STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

***FOR THE YEAR ENDED 31 AUGUST 2025***

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As accounting officer of Southend High School for Boys Academy Trust, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the trust's funding agreement with DfE, and the requirements of the Academy Trust Handbook, including responsibilities for estates safety and management. I have also considered my responsibility to notify the academy trust board of trustees and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management.

I confirm that I and the board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the framework of authorities.

I confirm that no instances of material irregularity, impropriety or 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 DfE.



Mrs R Worth  
**Accounting Officer**

Date: 18/12/25

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2025**

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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 2024 to 2025 published by Department for Education, 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 2024 to 2025;
- 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 18/12/25 and signed on its behalf by:



Mrs S O'Ryan  
Chair

# **SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

## **INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

**FOR THE YEAR ENDED 31 AUGUST 2025**

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### **Opinion**

We have audited the financial statements of Southend High School for Boys Academy Trust for the year ended 31 August 2025 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 2024 to 2025 issued by the Department for Education.

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 2025 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 2024 to 2025.

### **Basis for opinion**

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

### **Conclusions relating to going concern**

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

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

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

### **Other information**

The trustees are responsible for the other information, 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.

# **SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

## **INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2025**

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### **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 financial statements**

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

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

### **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.

# **SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

## **INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST (CONTINUED)**

***FOR THE YEAR ENDED 31 AUGUST 2025***

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We communicated identified laws and regulations to our team and remained alert to any indicators of noncompliance 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 2024-25; 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 noncompliance 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; employment legislation; health and safety legislation; safeguarding legislation; the regulatory requirements of the Department for Education; 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.

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

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

**FOR THE YEAR ENDED 31 AUGUST 2025**

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

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, Statutory Auditor

Chartered Accountants

Suite 8

Phoenix House

Christopher Martin Road

Basildon

Essex

SS14 3EZ

Date: 18/12/25.....

# **SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST**

## **INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST AND THE SECRETARY OF STATE FOR EDUCATION**

***FOR THE YEAR ENDED 31 AUGUST 2025***

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In accordance with the terms of our engagement letter dated 23 October 2025 and further to the requirements of the Department of Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Southend High School for Boys Academy Trust during the period 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

This report is made solely to Southend High School for Boys Academy Trust and the Secretary of State for Education 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 the Secretary of State for Education 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 the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of the accounting officer of Southend High School for Boys Academy Trust 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 and the Academy Trust Handbook 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 extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts. 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 2024 to 31 August 2025 have not been applied for the 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 the DfE, which requires a limited assurance engagement as set out 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 DfE 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 REPORT ON REGULARITY TO SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2025*

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### 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 2024 to 31 August 2025 has not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.



**Reporting Accountant**

Rickard Luckin Limited

Suite 8

Phoenix House

Christopher Martin Road

Basildon

Essex

SS14 3EZ

Date: *18/12/25*.....

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £	£	Total 2025 £	Total 2024 £
<b>Income and endowments from:</b>						
Donations and capital grants	3	43,184	-	57,324	100,508	358,478
Charitable activities:						
-Funding for educational operations	4	533,419	8,887,046	-	9,420,465	8,532,258
Other trading activities	5	439,884	-	-	439,884	392,111
Investments	6	378	-	-	378	429
<b>Total</b>		<u>1,016,865</u>	<u>8,887,046</u>	<u>57,324</u>	<u>9,961,235</u>	<u>9,283,276</u>
<b>Expenditure on:</b>						
Charitable activities:						
-Educational operations	8	1,074,091	8,811,781	408,857	10,294,729	9,720,981
<b>Total</b>	7	<u>1,074,091</u>	<u>8,811,781</u>	<u>408,857</u>	<u>10,294,729</u>	<u>9,720,981</u>
<b>Net income/(expenditure)</b>		(57,226)	75,265	(351,533)	(333,494)	(437,705)
Transfers between funds	17	13,135	-	(13,135)	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial losses on defined benefit pension schemes	24	-	(71,000)	-	(71,000)	(20,000)
<b>Net movement in funds</b>		(44,091)	4,265	(364,668)	(404,494)	(457,705)
<b>Reconciliation of funds</b>						
Total funds brought forward		(385,605)	142,197	13,590,611	13,347,203	13,804,908
Total funds carried forward		<u>(429,696)</u>	<u>146,462</u>	<u>13,225,943</u>	<u>12,942,709</u>	<u>13,347,203</u>

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2025

Comparative year information Year ended 31 August 2024	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £		Total 2024 £
<b>Income and endowments from:</b>					
Donations and capital grants	3	47,529	-	310,949	358,478
Charitable activities:					
-Funding for educational operations	4	439,965	8,092,293	-	8,532,258
Other trading activities	5	392,111	-	- 392,111	
Investments	6	429	-	-	429
<b>Total</b>		<u>880,034</u>	<u>8,092,293</u>	<u>310,949</u>	<u>9,283,276</u>
<b>Expenditure on:</b>					
Charitable activities:					
-Educational operations	8	1,444,735	7,948,781	327,465	9,720,981
<b>Total</b>	7	<u>1,444,735</u>	<u>7,948,781</u>	<u>327,465</u>	<u>9,720,981</u>
<b>Net income/(expenditure)</b>		(564,701)	143,512	(16,516)	(437,705)
Transfers between funds	17	(121,580)	-	121,580	-
<b>Other recognised gains/(losses)</b>					
Actuarial losses on defined benefit pension schemes	24	-	(20,000)	-	(20,000)
<b>Net movement in funds</b>		(686,281)	123,512	105,064	(457,705)
<b>Reconciliation of funds</b>					
Total funds brought forward		300,676	18,685	13,485,547	13,804,908
Total funds carried forward		<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

## BALANCE SHEET

AS AT 31 AUGUST 2025

	Notes	2025 £	£	2024 £	£
<b>Fixed assets</b>					
Tangible assets	12		13,996,661		14,131,889
<b>Current assets</b>					
Debtors	13	378,696		368,498	
Cash at bank and in hand		305,799		364,995	
		684,495		733,493	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	14	(601,729)		(622,461)	
<b>Net current assets</b>			82,766		111,032
<b>Total assets less current liabilities</b>			14,079,427		14,242,921
Creditors: amounts falling due after more than one year	15		(1,136,718)		(895,718)
<b>Net assets excluding pension asset</b>			12,942,709		13,347,203
Defined benefit pension scheme asset	24		-		-
<b>Total net assets</b>			12,942,709		13,347,203
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	17				
-Fixed asset funds			13,225,943		13,590,611
-Restricted income funds			146,462		142,197
<b>Total restricted funds</b>			13,372,405		13,732,808
<b>Unrestricted income funds</b>	17		(429,696)		(385,605)
<b>Total funds</b>			12,942,709		13,347,203

The financial statements on pages 24 to 48 were approved by the trustees and authorised for issue on 18/12/25 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 2025

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	Notes	2025 £	£	2024 £	£
<b>Cash flows from operating activities</b>					
Net cash used in operating activities	21		(84,269)		(611,599)
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		378		429	
Capital grants from DfE Group		57,324		310,949	
Purchase of tangible fixed assets		(273,629)		(203,090)	
<b>Net cash (used in)/provided by investing activities</b>			(215,927)		108,288
<b>Cash flows from financing activities</b>					
Repayment of other loan		241,000		125,000	
<b>Net cash provided by financing activities</b>			241,000		125,000
<b>Net decrease in cash and cash equivalents in the reporting period</b>			(59,196)		(378,311)
Cash and cash equivalents at beginning of the year			364,995		743,306
<b>Cash and cash equivalents at end of the year</b>			305,799		364,995

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# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2025

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#### 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 2024 to 2025 issued by DfE, 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 trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern. Thus they adopt the going concern basis of accounting in preparing the financial statements.

#### 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.

##### 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.

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

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### 1 Accounting policies

(Continued)

#### 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 2025

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### 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 of 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 2025

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### 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 2025

### 1 Accounting policies

(Continued)

#### 1.12 Agency arrangements

The academy acts as an agent in distributing 16-19 bursary funds from the DfE. Payments received from the DfE 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 24, 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 2025. 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 2025 £	Total 2024 £
Capital grants	-	57,324	57,324	310,949
Other donations	43,184	-	43,184	47,529
	<u>43,184</u>	<u>57,324</u>	<u>100,508</u>	<u>358,478</u>

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	7,838,805	7,838,805	7,587,332
Other DfE/ESFA grants:				
-Pupil premium	-	93,579	93,579	67,260
-Others	-	616,116	616,116	157,510
	-	8,548,500	8,548,500	7,812,102
<b>Other government grants</b>				
Local authority grants	-	338,546	338,546	280,191
<b>Other incoming resources</b>	533,419	-	533,419	439,965
<b>Total funding</b>	533,419	8,887,046	9,420,465	8,532,258

### 5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Hire of facilities	7,614	-	7,614	11,139
Catering income	425,201	-	425,201	372,945
Event income	7,069	-	7,069	8,027
	439,884	-	439,884	392,111

### 6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Short term deposits	378	-	378	429

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2025 £	Total 2024 £
Academy's educational operations					
-Direct costs	6,189,355	-	986,068	7,175,423	6,779,245
-Allocated support costs	1,498,371	864,173	756,762	3,119,306	2,941,736
	<u>7,687,726</u>	<u>864,173</u>	<u>1,742,830</u>	<u>10,294,729</u>	<u>9,720,981</u>

### Net income/(expenditure) for the year includes:

	2025 £	2024 £
Operating lease rentals	29,758	29,758
Depreciation of tangible fixed assets	408,857	327,465
Fees payable to auditor for audit services	16,370	15,600
Net interest on defined benefit pension liability	(17,000)	(6,000)
	<u>437,985</u>	<u>366,823</u>

### 8 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
<b>Direct costs</b>				
Educational operations	452,694	6,722,729	7,175,423	6,779,245
<b>Support costs</b>				
Educational operations	621,397	2,497,909	3,119,306	2,941,736
	<u>1,074,091</u>	<u>9,220,638</u>	<u>10,294,729</u>	<u>9,720,981</u>

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

8 Charitable activities	(Continued)	
Analysis of costs	2025	2024
	£	£
<b>Direct costs</b>		
Teaching and educational support staff costs	6,189,355	5,854,256
Staff development	37,371	43,044
Educational supplies and services	188,015	257,676
Examination fees	249,622	245,259
Other direct costs	511,060	379,010
	<u>7,175,423</u>	<u>6,779,245</u>
<b>Support costs</b>		
Support staff costs	1,498,371	1,430,512
Depreciation	408,857	327,465
Technology costs	114,225	188,796
Maintenance of premises and equipment	136,351	152,046
Cleaning	12,145	17,977
Energy costs	187,144	193,662
Rent, rates and other occupancy costs	70,920	67,729
Insurance	30,460	31,176
Security and transport	18,296	18,606
Catering	465,470	379,636
Finance costs	(17,000)	(6,000)
Other support costs	24,205	33,541
Governance costs	169,862	106,590
	<u>3,119,306</u>	<u>2,941,736</u>

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 9 Staff

#### Staff costs and employee benefits

Staff costs during the year were:

	2025	2024
	£	£
Wages and salaries	5,544,625	5,435,355
Social security costs	642,543	554,017
Pension costs	1,405,658	1,246,839
	<hr/>	<hr/>
Staff costs -employees	7,592,826	7,236,211
Agency staff costs	48,568	48,557
Staff restructuring costs	46,332	-
	<hr/>	<hr/>
	7,687,726	7,284,768
Staff development and other staff costs	37,371	43,044
	<hr/>	<hr/>
Total staff expenditure	7,725,097	7,327,812
	<hr/> <hr/>	<hr/> <hr/>
Staff restructuring costs comprise:		
Severance payments	46,332	-
	<hr/> <hr/>	<hr/> <hr/>

Fourteen 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 £276,681 (2024 - £60,858). Five employees participated in the Local Government Pension Scheme and employer's pension contributions amounted to £278 (2024 -£22,078).

#### Severance payments

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

£0 -£25,000	1
£25,001 -£50,000	1

#### Staff numbers

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

	2025	2024
	Number	Number
Teachers	83	80
Administration and support	71	70
Management	3	4
	<hr/>	<hr/>
	157	154
	<hr/> <hr/>	<hr/> <hr/>

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2025

#### 9 Staff

(Continued)

##### Higher paid staff

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

	2025 Number	2024 Number
£60,001 -£70,000	9	1
£70,001 -£80,000	4	-
£80,001 -£90,000	-	2
£100,001 -£110,000	1	-
£150,001 -£160,000	-	1
	<u>          </u>	<u>          </u>

##### 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 and employer national insurance contributions) received by key management personnel for their services to the academy trust was £576,357 (2024: £767,691).

#### 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:

Mrs R Worth (Headteacher and Accounting Officer):	£100,000 -£105,000 (first year appointed)
Mr A Cass (Staff Governor):	£60,000 -£65,000 (2024: £50,000 -£55,000)
Mr E Sainsbury (Staff Governor):	£60,000 -£65,000 (2024: £20,000 -£25,000)
Mr D Hill (Staff Governor):	£60,000 -£65,000 (2024: £20,000 -£25,000)

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

Mrs R Worth (Headteacher and Accounting Officer):	£25,000 -£30,000 (first year appointed)
Mr A Cass (Staff Governor):	£15,000 -£20,000 (2024: £10,000 -£15,000)
Mr E Sainsbury (Staff Governor):	£15,000 -£20,000 (2024: £5,000 -£10,000)
Mr D Hill (Staff Governor):	£15,000 -£20,000 (2024: £5,000 -£10,000)

During the period ended 31 August 2025, travel and subsistence expenses totalling £1,350 were reimbursed to trustees for their roles as teachers (2024: £Nil).

#### 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 2025

### 12 Tangible fixed assets

	Freehold land and buildings	Solar panels	Computer equipment	Furniture and equipment	Motor vehicles	Total
	£	£	£	£	£	£
<b>Cost</b>						
At 1 September 2024	15,915,543	252,404	635,649	838,794	79,910	17,722,300
Additions	226,206	-	-	20,778	26,645	273,629
At 31 August 2025	16,141,749	252,404	635,649	859,572	106,555	17,995,929
<b>Depreciation</b>						
At 1 September 2024	2,216,686	146,181	547,269	625,981	54,294	3,590,411
Transfer on conversion	24,066	-	-	(24,066)	-	-
Charge for the year	250,607	12,620	88,380	42,956	14,294	408,857
At 31 August 2025	2,491,359	158,801	635,649	644,871	68,588	3,999,268
<b>Net book value At</b>						
31 August 2025	13,650,390	93,603	-	214,701	37,967	13,996,661
At 31 August 2024	13,698,857	106,223	88,380	212,813	25,616	14,131,889

### 13 Debtors

	2025	2024
	£	£
Trade debtors	1,161	3,970
Other debtors	18,006	88,508
Prepayments and accrued income	359,529	276,020
	378,696	368,498

### 14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	121,897	27,673
Other taxation and social security	146,055	139,682
Other creditors	152,108	152,260
Accruals and deferred income	181,669	302,846
	601,729	622,461

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 15 Creditors: amounts falling due after more than one year

	2025 £	2024 £
Other loans	1,136,718	895,718
	<u>1,136,718</u>	<u>895,718</u>
	<b>2025</b> £	<b>2024</b> £
<b>Analysis of loans</b>		
Not wholly repayable within five years	770,718	770,718
Wholly repayable within five years	366,000	125,000
	<u>1,136,718</u>	<u>895,718</u>
Less: included in current liabilities	-	-
	<u>1,136,718</u>	<u>895,718</u>
Amounts included above	<u>1,136,718</u>	<u>895,718</u>
<b>Loan maturity</b>		
Due in more than one year but not more than two years	50,000	-
Due in more than two years but not more than five years	316,000	125,000
Due in more than five years	770,718	770,718
	<u>1,136,718</u>	<u>895,718</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 DfE/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

	2025 £	2024 £
Deferred income is included within:		
Creditors due within one year	107,476	224,163
	<u>107,476</u>	<u>224,163</u>
Deferred income at 1 September 2024	224,163	227,723
Released from previous years	(224,163)	(227,723)
Resources deferred in the year	107,476	224,163
	<u>107,476</u>	<u>224,163</u>
Deferred income at 31 August 2025	<u>107,476</u>	<u>224,163</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 2025

### 17 Funds

	Balance at 1 September 2024 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2025 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	7,838,805	(7,692,343)	-	146,462
Pupil premium	16,670	93,579	(110,249)	-	-
Other DfE/ESFA grants	27,994	616,116	(644,110)	-	-
Other government grants	34,983	338,546	(373,529)	-	-
Other restricted funds	62,550	-	(62,550)	-	-
Pension reserve	-	-	71,000	(71,000)	-
	<u>142,197</u>	<u>8,887,046</u>	<u>(8,811,781)</u>	<u>(71,000)</u>	<u>146,462</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	<u>13,590,611</u>	<u>57,324</u>	<u>(408,857)</u>	<u>(13,135)</u>	<u>13,225,943</u>
<b>Total restricted funds</b>	<u>13,732,808</u>	<u>8,944,370</u>	<u>(9,220,638)</u>	<u>(84,135)</u>	<u>13,372,405</u>
<b>Unrestricted funds</b>					
General funds	<u>(385,605)</u>	<u>1,016,865</u>	<u>(1,074,091)</u>	<u>13,135</u>	<u>(429,696)</u>
<b>Total funds</b>	<u>13,347,203</u>	<u>9,961,235</u>	<u>(10,294,729)</u>	<u>(71,000)</u>	<u>12,942,709</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 £429,696 on unrestricted funds but a net surplus of £146,462 restricted general funds (excluding pension reserve). The academy trust is taking the following action to return these funds to surplus: Preparing a budget under DfE guidance to facilitate a surplus position moving forward.

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 17 Funds

(Continued)

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2024 £
<b>Restricted general funds</b>					
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>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	13,485,547	310,949	(327,465)	121,580	13,590,611
	<u>13,504,232</u>	<u>8,403,242</u>	<u>(8,276,246)</u>	<u>101,580</u>	<u>13,732,808</u>
<b>Total restricted funds</b>					
	<u>13,504,232</u>	<u>8,403,242</u>	<u>(8,276,246)</u>	<u>101,580</u>	<u>13,732,808</u>
<b>Unrestricted funds</b>					
General funds	300,676	880,034	(1,444,735)	(121,580)	(385,605)
	<u>300,676</u>	<u>880,034</u>	<u>(1,444,735)</u>	<u>(121,580)</u>	<u>(385,605)</u>
<b>Total funds</b>	<u>13,804,908</u>	<u>9,283,276</u>	<u>(9,720,981)</u>	<u>(20,000)</u>	<u>13,347,203</u>

### 18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
<b>Fund balances at 31 August 2025 are represented by:</b>				
Tangible fixed assets	-	-	13,996,661	13,996,661
Current assets	59,797	624,698	-	684,495
Current liabilities	(123,493)	(478,236)	-	(601,729)
Non-current liabilities	(366,000)	-	(770,718)	(1,136,718)
	<u>(429,696)</u>	<u>146,462</u>	<u>13,225,943</u>	<u>12,942,709</u>
<b>Total net assets</b>				
	<u>(429,696)</u>	<u>146,462</u>	<u>13,225,943</u>	<u>12,942,709</u>

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 18 Analysis of net assets between funds

(Continued)

	Unrestricted	Restricted funds:		Total
	Funds	General	Fixed asset	Funds
	£	£	£	£
<b>Fund balances at 31 August 2024 are represented by:</b>				
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)
<b>Total net assets</b>	<b>(385,605)</b>	<b>142,197</b>	<b>13,590,611</b>	<b>13,347,203</b>

### 19 Capital commitments

	2025	2024
	£	£
Expenditure contracted for but not provided in the financial statements	-	199,848

### 20 Long-term commitments

#### Operating leases

At 31 August 2025 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2025	2024
	£	£
Amounts due within one year	29,758	29,758
Amounts due in two and five years	17,359	47,116
	<b>47,117</b>	<b>76,874</b>

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 21 Reconciliation of net expenditure to net cash flow from operating activities

	Notes	2025 £	2024 £
Net expenditure for the reporting period (as per the statement of financial activities)		(333,494)	(437,705)
Adjusted for:			
Capital grants from DfE and other capital income		(57,324)	(310,949)
Investment income receivable	6	(378)	(429)
Defined benefit pension costs less contributions payable	24	(54,000)	(69,000)
Defined benefit pension scheme finance income	24	(17,000)	(6,000)
Depreciation of tangible fixed assets		408,857	327,465
(Increase) in debtors		(10,198)	(65,070)
(Decrease) in creditors		(20,732)	(49,911)
<b>Net cash used in operating activities</b>		<b>(84,269)</b>	<b>(611,599)</b>

### 22 Analysis of changes in net debt

	1 September 2024 £	Cash flows £	31 August 2025 £
Cash	364,995	(59,196)	305,799
Loans falling due after more than one year	(895,718)	(241,000)	(1,136,718)
	<u>(530,723)</u>	<u>(300,196)</u>	<u>(830,919)</u>

### 23 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.

### 24 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 £124,493 were payable to the scheme at 31 August 2025 (2024: £125,505) and are included within creditors.

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2025

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#### 24 Pension and similar obligations (Continued) 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. **Valuation of the Teachers' Pension Scheme**

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

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation 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 2027.

The pension costs paid to the TPS in the period amounted to £1,106,306 (2024: £972,983).

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.

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 24 Pension and similar obligations (Continued)

Total contributions made	2025	2024
	£	£
Employer's contributions	362,000	350,000
Employees' contributions	84,000	86,000
	<u>446,000</u>	<u>436,000</u>

Principal actuarial assumptions	2025	2024
	%	%
Rate of increase in salaries	3.5	3.8
Rate of increase for pensions in payment/inflation	2.5	2.8
Discount rate for scheme liabilities	5.95	5.05
Inflation assumption (CPI)	2.5	2.8
	<u>          </u>	<u>          </u>

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

	2025	2024
	Years	Years
Retiring today		
-Males	21.8	20.7
-Females	24.1	23.3
Retiring in 20 years		
-Males	23.4	22.0
-Females	25.8	24.7
	<u>          </u>	<u>          </u>

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 24 Pension and similar obligations

(Continued)

#### Sensitivity analysis

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

	+0.1%	0.0%	-0.1%
<b>Adjustment to discount rate</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Present value of total obligation	4,559	4,630	4,702
Projected service cost	217	222	228

	+0.1%	0.0%	-0.1%
<b>Adjustment to long term salary increase</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Present value of total obligation	4,634	4,630	4,626
Projected service cost	222	222	222

	+0.1%	0.0%	-0.1%
<b>Adjustment to pension increases and deferred revaluation</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Present value of total obligation	4,701	4,630	4,561
Projected service cost	228	222	216

	+1 Year	None	-1 Year
<b>Adjustment to life expectancy assumptions</b>	<b>£000</b>	<b>£000</b>	<b>£000</b>
Present value of total obligation	4,746	4,630	4,517
Projected service cost	230	222	215

#### The academy trust's share of the assets in the scheme

	2025 Fair value £	2024 Fair value £
Equities	3,327,000	2,962,000
Gilts	81,000	91,000
Cash	93,000	90,000
Property	464,000	370,000
Other assets	1,942,000	1,758,000
	<hr/>	<hr/>
Total market value of assets	5,907,000	5,271,000
Restriction on scheme assets	(1,277,000)	(156,000)
	<hr/>	<hr/>
Net assets recognised	4,630,000	5,115,000
	<hr/>	<hr/>

The actual return on scheme assets was £519,000 (2024: £526,000).

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

### 24 Pension and similar obligations

(Continued)

Amount recognised in the statement of financial activities	2025 £	2024 £
Current service cost	297,000	281,000
Past service cost	11,000	-
Interest income	(17,000)	-
Interest cost	-	(6,000)
Benefit changes, curtailments and settlements gains or losses	(3,000)	(3,000)
Administration expenses	3,000	3,000
	<hr/>	<hr/>
Total amount recognised	291,000	275,000
	<hr/> <hr/>	<hr/> <hr/>

Changes in the present value of defined benefit obligations	2025 £	2024 £
At 1 September 2024	5,115,000	4,437,000
Current service cost	294,000	278,000
Interest cost	252,000	238,000
Employee contributions	84,000	86,000
Actuarial (gain)/loss	(800,000)	146,000
Benefits paid	(326,000)	(70,000)
Past service cost	11,000	-
	<hr/>	<hr/>
At 31 August 2025	4,630,000	5,115,000
	<hr/> <hr/>	<hr/> <hr/>

Changes in the fair value of the academy trust's share of scheme assets	2025 £	2024 £
At 1 September 2024	5,271,000	4,382,000
Interest income	269,000	244,000
Actuarial gain	250,000	282,000
Employer contributions	362,000	350,000
Employee contributions	84,000	86,000
Benefits paid	(326,000)	(70,000)
Effect of non-routine settlements and administration expenses	(3,000)	(3,000)
	<hr/>	<hr/>
At 31 August 2025	5,907,000	5,271,000
Restriction on scheme assets	(1,277,000)	(156,000)
	<hr/>	<hr/>
Net assets recognised	4,630,000	5,115,000
	<hr/> <hr/>	<hr/> <hr/>

#### Restriction of pension scheme assets

The net gain recognised on scheme assets has been restricted because the full pension surplus is not expected to be recovered through refunds or reduced contributions in the future.

# SOUTHEND HIGH SCHOOL FOR BOYS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2025

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#### 25 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 £33,389 (2024: £30,072) for services provided by the CSSE and received £1,420 (2024: £1,160) 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 (2024: £Nil) for services provided by the Headteacher in relation to NEU National Executive duties.

Mr P Husselbee serves as a trustee of both the Southend High School for Boys Charitable Trust and Southend High School for Boys. In addition, Mr P Richards and Mr R Madison are trustees of the Southend High School for Boys Charitable Trust and members of Southend High School for Boys.

During the year, the academy trust incurred expenses totalling £1,350 in relation to services provided by members of the governing body. These expenses were reimbursed in accordance with the academy trust's financial policies and procedures, and relate solely to travel and subsistence costs incurred in the course of fulfilling their governance 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)
- 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 2025.

#### 26 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for the DfE. In the accounting period ending 31 August 2025 the trust received £32,441 (2024: £29,815) and disbursed £26,633 (2024: £26,546) from the fund. An amount of £21,974 (2024: £16,167) is included in other creditors relating to undistributed funds that is repayable to DfE.