

Noadswood School
(A Company Limited by Guarantee)
Annual Report and Financial Statements
Year ended 31 August 2023

Company Registration Number:
07693860 (England and Wales)

Noadswood School

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Noadswood School

Reference and Administrative Details

Members

C Davey
K O'Brien
J Rapson

Trustees

S Balson
A Hodge (appointed 8 November 2022)
K Marshall
A Munden (Elected Chair 6 October 2022)
H Sanderson
N Cotton (resigned 25 November 2022 - Work commitments)
G O'Flaherty (Resigned as Chair 6 October 2022, and then from the Board 31 December 2022 - Family/Retirement commitments)
L Stote (appointed 6 October 2022, resigned 15 May 2023 - moved location)
T Sunderland (resigned 16 November 2022 - Conflict of interests with MAT Noadswood was considering joining)
N Wright (resigned 27 March 2023 - Work commitments)
(The Trust is in the process of recruiting three further Trustees at the current time, two starting imminently and one at the end of January 2024)

Staff Representatives (Colleagues who are not Trustees and who do not have voting rights, but who attend meetings and participate in discussions at appropriate committees.)

M Abbott
L Ebbblewhite
S Pike
P Smith

Company Secretary

S Staley (Resigned to begin working for herself 31 March 2023).
(NB Position vacant at present, and it being filled is best practice though not a legal requirement. However, as the Trust is growing in student numbers and its capacity for further partnerships and collaborations is likewise growing, a replacement will be sought in the new year 2024.)

Chief Financial Officer (Acting)

A Drabble
(The Trust has already appointed a new CFO from January 2024)

Noadswood School

Reference and Administrative Details

Senior Management Team

| | |
|-------------------------------------|------------|
| Headteacher and Accounting Officer: | K Marshall |
| Deputy Headteacher: | M Hewitt |
| Assistant Headteachers: | D Crowley |
| | H Loveday |
| | E Rollett |
| | D Rowling |
| Business Manager (to 2 March 2023): | S Ewing |

| | |
|------------------|------------------------------|
| Company Name | Company Registration Number |
| Noadswood School | 07693860 (England and Wales) |

Principal and Registered Office
North Road
Dibden Purlieu
Southampton
Hampshire
SO45 4ZF

Independent Auditor
Hopper Williams & Bell Limited
Statutory Auditor
Highland House
Mayflower Close
Chandlers Ford
Eastleigh
Hampshire
SO53 4AR

Bankers
Lloyds Bank Plc
21 The Marsh
Hythe
Southampton
Hampshire
SO45 6YU

Solicitors
Stone King LLP
13 Queen Square
Bath
BA1 2HJ

Noadswood School

Trustees' Report

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

The Academy Trust operates a secondary school for students aged 11 to 16 serving a catchment area on the Waterside, in Dibden Purlieu, near Hythe in Hampshire. It has a student capacity of 1125 (225 PAN p/year in Y8-11, 245 PAN p/year in Y7 and the subsequent two years approved with HCC) and had a roll of 986 in the most recent school census, with confirmed recruitment for September 2023 of 245 (and soon to be confirmed recruitment for September 2024 of 237), helping to address declining numbers of available children in the local area in prior recent years.

Structure, Governance and Management

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of Noadswood School are also the directors of the charitable company for the purposes of company law. The charitable company operates as Noadswood School.

Details of the Trustees who served during the year and to the date these accounts are approved are included in the Reference and Administrative Details on page 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.

Trustees' Indemnities

Trustees benefit from indemnity insurance to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust.

Noadswood School

Trustees' Report

Method of Recruitment and Appointment or Election of Trustees

Subject to the Academy Article of Association:

45. The number of Trustees shall be not less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum.

46. Subject to Articles 48-49 and 53, the Academy Trust shall have the following Trustees:

a. up to 10 Trustees, appointed under Article 50; and

c. a minimum of 2 Parent Trustees elected or appointed under Articles 53-56.

47. The Academy Trust may also have any Co-opted Trustee appointed under Article 58.

48. The first Trustees shall be those persons named in the statement delivered pursuant to sections 9 and 12 of the Companies Act 2006.

49. Future Trustees shall be appointed or elected, as the case may be, under these Articles. Where it is not possible for such a Trustee to be appointed or elected due to the fact that an Academy has not yet been established, then the relevant Article or part thereof shall not apply.

Appointment of Trustees

50. The Members may appoint by ordinary resolution up to 10 Trustees.

50B. The total number of Trustees including the Principal if they so choose to act as Trustee under Article 57 who are employees of the Academy Trust shall not exceed one third of the total number of Trustees.

Parent Trustees

53. Subject to Article 56A, the Parent Trustees shall be elected by parents and individuals exercising parental responsibility of registered pupils at the Academy. A Parent Trustee must be a parent, or an individual exercising parental responsibility, of a registered pupil at the Academy at the time when he is elected.

54. The Board of Trustees shall make all necessary arrangements for, and determine all other matters relating to, an election of Parent Trustees, including any question of whether a person is a parent, or an individual exercising parental responsibility, of a registered pupil at the Academy. Any election of Parent Trustees which is contested shall be held by secret ballot.

55. The arrangements made for the election of a Parent Trustee shall provide for every person who is entitled to vote in the election to have an opportunity to do so by post or, if he prefers, by having his ballot paper returned to the Academy Trust by a registered pupil at the Academy.

56. Where a vacancy for a Parent Trustee is required to be filled by election, the Board of Trustees shall take such steps as are reasonably practical to secure that every person who is known to them to be a parent, or an individual exercising parental responsibility, of a registered pupil at the Academy is informed of the vacancy and that it is required to be filled by election, informed that he is entitled to stand as a candidate, and vote at the election, and given an opportunity to do so.

Staff Representatives, elected by the staff, can attend Trustees' meetings, other than the Pay and Personnel Committee subject to the approval of the Trustees, but they will not have any voting rights in meetings.

Noadswood School

Trustees' Report

Policies and Procedures Adopted for the Induction and Training of Trustees

Following their appointment/election, all new Trustees receive induction from a link Trustee for training, mentoring and recruitment. This is accompanied by access to training courses for all new and serving Trustees from the National Governance Association (NGA), training through Judicium e-learning, and access to courses from Hampshire County Council (HCC) Governor Services' department and the Confederation of School Trusts (CST).

The Board of Trustees maintains a Service Level Agreement with Hampshire Governor Services, Judicium and subscribes to the NGA and the CST. These Agreements allow for any or all of the members of the Board of Trustees to attend any of the training courses provided by these organisations.

The Board of Trustees at Noadswood School is committed to providing good opportunities for Trustees to undertake and receive suitable training so as to enable them to undertake their role more effectively. The Board also agrees an annual training session for all Trustees related to school improvement objectives, delivered by Hampshire Governor Services or other qualified bodies. This year's session pertained to excellent Health and Safety Compliance. Plans ahead for training are taking the school from Good to Outstanding grading in Ofsted inspections and greater awareness of the potentials and challenges of Noadswood joining a MAT.

All new Trustees are actively encouraged to take advantage of these various Service Level Agreements in place to gain a better understanding of the role and responsibilities of being a School Trustee. Additionally, Trustees with specific roles within the Board of Trustees are strongly encouraged to undertake specific training.

There is a nominated Training, mentoring and recruitment Trustee who acts as liaison with the Clerk and between the NGA, Judicium, HCC, CST and the Board of Trustees.

Organisational Structure

Noadswood's Board of Trustees devolves the responsibility of the day to day running of the School to the Headteacher, the Leadership Team and Staff. Their activities and decisions are monitored through Trustee Committees into which reports are fed by the Leadership Team and other key personnel, following the Scheme of Delegation now published on the website.

The Full Board of Trustees (Chair – Mrs Alison Munden) meets at least five times per school year spread evenly as possible across the school terms.

The School Improvement Committee meets typically twice per term. General Purposes and Finance, Audit and Risk (FAR) committees meet, typically, once each per term, three times per school year. The Pay and Personnel Committee meets 4 times per year. Descriptions of these committees can be found below.

Noadswood School

Trustees' Report

Organisational Structure (continued)

School Improvement Committee (Chair – Mrs Sarah Balson)

The purpose of this committee is to support and agree objectives pertaining to pedagogy and the curriculum to enhance academic progress and achievement, and to track their effective implementation and impact. This committee also oversees objectives with respect to student and staff safeguarding and child protection issues/action planning and training. The Headteacher, or their delegate, also reports on items such as admissions policy, student attendance, exclusions, SEND students' progress, student and staff wellbeing as well as celebrating successes for students.

General Purposes Committee (Chair – Mrs Helen Sanderson)

This committee's remit includes oversight of the effective implementation and review of the data protection policies and procedures across the Trust. Included in its remit is also to review the school's plans for the development and maintenance of the buildings and grounds to provide a safe, secure, pleasant and stimulating environment. This includes oversight and impact CIF funding applications. In addition, it monitors the local arrangements for the effective supervision of building maintenance and minor works and monitors the Trust's response to Health and Safety audit outcomes/Trustee and Headteacher checks of the site. The committee monitors the implementation of the Health and Safety policy across the school and reviews and recommends a school Lettings Policy.

Finance Audit and Risk Committee (FAR) (Chair – Mrs Helen Sanderson)

The size of our Single Academy Trust means that the Finance function and the Audit function can sit within one committee, per the Academy Trust Handbook. This committee meets to scrutinise the budget and ensure adequate risk, financial and asset management systems are in place across the Trust and adhered to. It is there to monitor income, expenditure, cash flow and the balance sheet of the Academy and to monitor and review the Charging Policy. It approves contracts with values as set out in the Finance Manual of the Trust. The committee supports the Board in its monitoring and evaluation of any services and functions provided or procured by the Academy. The committee also monitors the impact of pupil premium funding, alongside the School Improvement Committee. It oversees and discusses all statutory returns to the ESFA as well as Internal Audit reports.

Pay and Personnel Committee (Chair – Mrs Alison Munden (acting))

The Pay and Personnel Committee deals with all matters relating to pay and performance of all staff. This will include approving and reviewing the pay and performance policies. This committee will advise the Board of Trustees about all matters relating to the staffing of the school and undertakes certain responsibilities related to staffing matters on behalf of the Board of Trustees. It performs this role with the purpose of supporting best practice and of ensuring compliance with legal requirements in the recruitment, deployment, retention, pay progression and development and welfare of all the school's staff.

Noadswood School

Trustees' Report

Organisational Structure (continued)

Headteacher Performance Management Committee (Chair – Mrs Sarah Balson)

This committee deals with the Headteacher's performance against strategic objectives, taken from the school's Key Performance Indicators, along with a wellbeing objective. The committee makes a recommendation regarding the Headteacher's Pay to the Pay and Personnel Committee which is then reported on to the Full Board. The Performance Management Committee also has an External Advisor to the Trustees.

The Trustees are responsible for the strategic management of the School, deciding and setting key aspects of the School's strategy, including strategic direction, annual budgets, senior staff appointments, policy changes etc. Trustees and the Senior Leadership Team identify proforma risk matters to inform the academy specific risk register. Risk reports provided by the leadership team are reviewed at each committee, as assigned by the School Business Manager, and recommendations or notifications are made to the Board as appropriate.

Operational management is the responsibility of the Headteacher, the Leadership Team and staff.

School policies are developed by the Headteacher or other senior members of the School's staff, to reflect both the strategic direction agreed by the Trustees and to meet statutory requirements. Statutory policies are approved and adopted by the Board of Trustees and implemented as procedures and systems by the Senior Leadership Team and other designated members of staff. Non-Statutory Policies are reported on to relevant committees.

Extent of Powers Delegated to the Headteacher

The Board of Trustees delegates to the Headteacher (who is also the Trust's Accounting Officer) the day-to-day management of the School, remaining available for advice and assistance.

In particular, the following items are delegated:

- Management of the school's financial position at an operational level
- The discharge of its responsibilities under the ESFA Funding Agreement
- The efficient, economical and effective management of resources, and expenditure, including funds, capital assets, equipment and staff
- The introduction and maintenance of sound internal financial controls
- Ensuring that financial considerations are taken fully into account in reaching decisions and their execution, and the management of all accounting issues

Noadswood School

Trustees' Report

Arrangements for setting pay and remuneration of key management personnel

The remuneration of the academy's Senior Leadership Team is set by the Pay and Personnel Committee. The Board will set salary ranges for the team (with the exception of the Business Managers) on the Leadership Pay ranges having regard to the content of the relevant School Teachers' Pay and Conditions Document. Progression through these ranges will be dependent on the factors described in the Pay Policy re the performance management ratings and outcomes for pay as specified.

As part of the performance management review, the Headteacher/Deputy, Headteacher/Assistant Headteachers, must demonstrate:

- sustained high quality of performance, with particular regard to leadership, management and student academic, safeguarding and wellbeing outcomes at the school, and
- substantial progress towards achievement of performance management objectives, and
- that they are meeting the Teacher Standards (Headteacher Standards in the case of the Headteacher).

In exceptional circumstances the Pay and Personnel Committee may extend the top of the range of a Senior Leader having considered evidence to support an increase, which may include the introduction of additional duties or responsibilities and this would go to the Full Board for ratification.

The remuneration of the school Business Manager/CFO is also set by the Pay and Personnel Committee. As a member of support staff the BM/CFO is allocated an appropriate salary band on the Hampshire County Council pay scale for support staff. Pay and Personnel Committee may extend the top of the range or change the salary band having considered the evidence to support an increase. This may include the introduction of additional duties or responsibilities. This would go to the Board for ratification.

The Pay and Personnel Committee consider what are typical pay bands for each role, taking into consideration the size of the school and the individual's responsibilities. The committee use the Hampshire County Council published pay guidelines and the academy's published Pay Policy as a foundation for their discussions. In accordance with the Trade Union (Facility Time Publication Requirements) Regulations 2017, as an educational establishment, Inspiring Futures through Learning notes that:

- "Facility Time is the provision of paid or unpaid time off from an employee's normal role to undertake TU duties and activities as a TU representative. There is a statutory entitlement to reasonable paid time off for undertaking union duties. There is no such entitlement to paid time off for undertaking activities." Source:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/713318/Public_Sector_Facility_Time_publications_requirements_guidance.pdf
- Whilst representation of our employees within Trade unions is welcomed, no employees have taken facility time during the year stated in line with the definition.

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Trustees' Report

Trade union facility time

Relevant union officials

| Number of employees who were relevant union officials during the relevant period | Full-time equivalent employee number |
|--|--------------------------------------|
| 1.5 | 1 |

Percentage of time spent on facility time

| Percentage of time | Number of employees |
|--------------------|---------------------|
| 0% | - |
| 1%-50% | 1.5 |
| 51%-99% | - |
| 100% | - |

Percentage of pay bill spent on facility time

| | |
|---|--------|
| Total cost of facility time | £256 |
| Total pay bill | £5.4m |
| Percentage of the total pay bill spent on facility time | 0.005% |

Paid trade union activities

| | |
|---|-------|
| Time spent on paid trade union activities as a percentage of total paid facility time hours | 0.39% |
|---|-------|

Related Parties and other Connected Charities and Organisations

There has been one set of Related Party Transactions this year which the school has declared to the ESFA: The Headteacher/Accounting Officer is a member of the Management Committee (Governing Body) of Greenwood School, Cabot Road, Dibden, which she has declared on her Declaration of Interests.

This school is the local Education Centre to Noadswood, providing Alternative Provision to some Noadswood students, referred there by the Assistant Headteacher/Designated Safeguarding Lead with their parents/carers' agreement as part of their curricular programme.

The value of Noadswood's business with Greenwood School totalled £58,107 (2022: £62,516) for this provision for students, the individual records for which are held by the Assistant Headteacher and the acting CFO.

The school facilities also include a gymnasium originally funded by public money and grant aided by the Sports Council. Under a community use agreement, the school is charged with ensuring the building is made available for community use outside of school hours, with priority of use granted to the Waterside Gymnastics Club. To this end, its use and equipment are managed by a Noadswood Gymnasium Committee which is made up of representatives of the local District Council, the Waterside Gymnastics Club and the school.

Noadswood School

Trustees' Report

Objectives and Activities

Objects and Aims

The Academy Trust's objects ("the Objects") are specifically restricted to the following, as per the Articles:

- a. to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum ("the Academy"); and
- b. promoting for the benefit of the inhabitants of Hythe Dibden and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

Noadswood's aim is to provide a high-quality education for students from the local area. Applications are subject to the school's Admissions Policy which is in line with the School Admissions Code and the School Admission Appeals code published by the DfE.

Objectives, Strategies and Activities

The Trustees provide important challenge and high-quality dialogue to ensure that the school's ethos, values and expectations are maintained, whilst holding the school to appropriate account about its improvement and development objectives for the short, medium and longer term. Following a review of the school's strategic direction in the Summer of 2021, the Trust Board and the Leadership Team wrote a three-year School Improvement Plan, published on the website. The Key Performance Indicators in which are referred to in all colleague professional development and staff meetings, and reviewed in Committee meetings. It is also reflected in the Headteacher's Performance Objectives. This process of monitoring has fed into the school's strategic planning and review cycle for 6 years now, with Headteacher's Reports and Committee meeting reports structured around progress against these agreed objectives.

This year, the Board will continue to monitor progress against these objectives and Key Performance Indicators flowing from a termly reviewed, dynamic Self Evaluation Form, as well as giving due consideration to the recommendations of the Internal Auditor's Annual Report and the Trust's Ofsted report from October 2022.

The Trustees and the Headteacher, together, continue to ensure there is a coherent thread of accountability for the school's strategic objectives and outcomes from these. Trustees continue a robust cycle of meetings with leaders of whole school areas, such as finance, Curriculum, Health and Safety, Inclusion and Diversity, Integrated Curriculum Financial Planning (ICFP), Marketing, Safer Recruitment, Behaviour/Safety/Attendance/Antibullying, SEND, Wellbeing of Students and Colleagues, Staff Performance Development, Transition and Student numbers and the deployment of the Pupil Premium. Reports and triangulation of evidence from visits, discussions and surveys verify policies and practices are followed as well as assessing the quality of service provided.

Noadswood School

Trustees' Report

Objectives, Strategies and Activities (continued)

Mrs Hodge is now the Safeguarding Link Governor, meeting the Designated Safeguarding and HR Leads regularly, providing regular reports to the Chair and the Board and ensuring that the annual safeguarding action plan as well as the outcomes from our annual external Safeguarding Audits are adhered to. She is well-placed to perform this role for the Board because of her experience and skills from her occupation prior to joining the Board and noted in her application.

Trustees continue to be fully conversant with the work of middle leaders, via the reports they provide to the Leadership Team which are in turn shared with the Trustees at both SIC and Full Board Meetings. Trustees challenge the Leadership Team on their foci for improved student progress and for increased engagement with the full suite of EBACC subjects, particularly Modern Foreign Languages where take up is currently low, though outcomes are secure.

Trustees are fluent in the different strands of accountability for successful, KS4 outcomes within Progress 8, the 9 -1 assessment system and indicators such as attendance, suspensions and student wellbeing/happiness scores. Staff reps provide insights and staff perspective to the Board in all committees other than Pay and Personnel, where they cannot attend.

The Chair carries out statutory visits concerning Health and Safety, Tendering process meetings, external audit close out meetings, and meetings to review the schools ICFP. Mrs Hodge carries out reviews of the impact of the Behaviour Policy and Colleague Wellbeing visits, whilst the Chair of the FAR Committee meets the CFO (Acting) and the interim BM/CFO Consultant, along with the Headteacher, to discuss the Management Accounts. In all cases, reports are produced, shared with the Board, and these stimulate action by the Senior Leadership Team. With the prospect of two new Trustee recruits from January 2024, the Board looks forward to making a greater number of visits to curriculum areas as before.

There has continued to be a particular focus on closing the gap in progress and attainment between 'disadvantaged' students and those who are not and between students on the SEND register and those who are not.

A strategic focus on Health and Safety, and Risk Assessment in particular, since the onset of Covid-19, has been successfully maintained, with Trustees continuing to have positive and deep impact, alongside school and premises leaders for sustained culture change and review in this vital area of school life.

An independent Health and Safety audit was carried out in November 2021, gaining a further improved score compared to previous audits of 82%. Key Trustees, the Headteacher, senior leaders and the Premises Manager are rigorously reviewing against this audit plan and the school risk mitigation procedures and amendments, confident in continued improvement to the compliance score of 90%; they understand all DfE and HSE guidance such that they can support and challenge the Headteacher in its safe and careful implementation.

Noadswood School

Trustees' Report

Objectives, Strategies and Activities (continued)

The Trustees in the School Improvement and Standards Committee understand the school's ambition for and work on a culture of resilient and challenging learning for all students, along with research rich continuing professional development for excellence for staff. They monitor the impact of this work, as well as of the school's curriculum intent and impact programme. They also marry this with analysis of progress with hard indicators such as attendance, suspensions, violent incident and anti-bullying statistics as well as soft indicators such as behaviour management in learning and social times.

More recently, Trustees are considering closely the school's support of vulnerable students and those with additional educational needs, as well as at safeguarding of students and colleagues, according to our Safeguarding and Child Protection policies and KCSiE 2022/3. The Trustees monitor the impact of the school's two Resource Provisions: Physical Disability and Social Emotional and Mental Health, both in terms of finance and value for money and student progress and wellbeing in the relevant committees. The academic progress of these students and all on the school's SEND register is a key objective on the school's improvement plan, which is discussed further under Student Outcomes.

Trustees and the Headteacher strive to ensure that both students and colleagues feel valued in the school. This is demonstrated effectively by the colleague and student satisfaction scores surveyed annually and monitored by Trustees, as well as the action plans that come from these surveys. It was additionally paid tribute to in the Trust's Ofsted Inspection in October 2022 by the Lead Inspector who commented on the high level of value and support colleagues feel: 'Staff form a highly motivated team and are proud to work at the school. They are overwhelmingly positive about leaders' concern for their workload and well-being. Staff say that leaders act quickly on any concerns that they raise.' The Trustees and the Headteacher will now focus on the swifter implementation of actions from students' surveys and resourcing student leadership teams with adult administrative support so that their project hit tangible outcomes.

Those Trustees in the General Purposes Committee, the FAR Committee and the Pay and Personnel Committee work with the Headteacher to ensure effective strategic management and monitoring of the school finances and staffing structure. Trustees understand the work being done by the Headteacher, the Acting CFO/Finance Manager and the interim BM/CFO consultant to produce timely management accounts, a good system of budget controls and the monitoring of a three-year budget forecast and deficit recovery plan. The Headteacher/Accounting Officer and the acting CFO/Finance Manager prepare for monthly monitoring with the Chair of the FAR and/or the Board Chair, ensuring key parties are reviewing budget controls through the year.

The Trustees, the Headteacher/Accounting Officer and the Chief Financial Officer/the interim BM/CFO Consultant ensure the action plans that emanate from the Internal Scrutineer's visits to the school and those that come from work with the Education and Skills Funding Agency are adhered to. The interim BM/CFO consultant is an experienced SRMA, and provides support, challenge and training from her considerable experience working across a number of Trusts.

Noadswood School

Trustees' Report

Objectives, Strategies and Activities (continued)

Trustees on all Committees also strategically oversee the use of school finances within the context of the rest of the school's KPIs and its vision, for best value and in the best interests of the students.

The Trustees take seriously their responsibilities against the Academy Trust Handbooks 2022 and 2023; they participate in the local Governors' Forum and work with the National Governance Association and the Confederation of School Trusts to further enhance their knowledge, experience and compliance.

Public Benefit

The Trustees of the Academy Trust have complied with their duty to have due regard to the guidance on Public Benefit published by the Charity Commission in exercising their powers and duties. The Trustees of the Academy Trust see their role in regard to the guidance on Public Benefit published by the Charity Commission in exercising their powers and duties as supporting, facilitating and enabling all the school's resources to be focussed on the education of our students. This manifests itself in several ways:

In the provision of a broad and rich curriculum, that is reviewed in terms of its intent, impact and outcomes for students.

In a post-disruption relaunched, reinvigorated wide range of extracurricular activities, educational trips, visits and foreign exchange programmes, that are tracked in terms of opportunity for all students and for groups of students.

In maintaining close links with feeder and other local schools for the purposes of learning and useful collaboration on academic and business matters. A particularly successful aspect of this is the school's ongoing leadership of an action research hub, involving ourselves and a range of other local schools, on key areas of pedagogy and school culture. We continue to organise a highly successful STEM and Arts week for local schools, a range of festivals, master classes and competitions for children in our linked schools, from as young as Year 1, for them to become acclimatised to the buildings and the people as well as to play our part in the shared creation of a learning culture. Our students also visit Primary schools to take part in joint projects, work as sports leaders and help with paired reading.

The Headteacher also works in close partnership with HTs at neighbouring schools in the establishing of CPD and strategic and operational objectives across the Waterside.

In providing access to and monitoring the safe and best value use of the school's facilities to the wider community: out of hours use of our all-weather surface astro pitch, our tennis courts and gymnasium are regular features. The school supports some local community clubs by giving them access to these facilities in addition to hiring them out to other groups on a commercial basis.

In maintaining links with a host of commercial and academic organisations in the local area to explore mutual professional skills and training opportunities.

Noadswood School

Trustees' Report

Public Benefit (continued)

In the offer of Work Experience for KS4 students, in embarking upon alumni work to showcase ambition, achievement and skills in our local area, and in analysing the school's success against all of the Gatsby Indicators.

In ensuring risk mitigation, health and safety and safeguarding statutory and DfE guidance are consistently adhered to and resourced appropriately.

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

Strategic Report

Achievements and Performance

Student Outcomes:

This set of student outcome data was generated with examination and assessment rigour and grade boundaries moved back to pre-Covid levels for the first time.

- 70% pass rate 9-4 across all GCSEs
- 74% of students achieved a 9-4 (pass) in English
- 71% of students achieved a 9-4 (pass) in Mathematics
- 58% of students achieved a 9-5 (strong pass) in English
- 50% of students achieved a 9-4 (strong pass) in Mathematics
- 65% of students achieved a 9-4 (pass) in English and Mathematics
- 45% of students achieved a 9-5 (strong pass) in English and Mathematics
- 80% of students achieved 2x 9-4 (pass) in Science

- Attainment 8 score of 44.4
- Progress 8 score of -0.42
- Students staying in education or employment after KS4 (destinations) - 92 %
- EBACC entry 13% with average score of 3.95

- Disadvantaged % 9-4 (pass) in English and Maths – 28%
- Disadvantaged % 9-5 (strong pass) in English and Maths –21%
- EAL % 9-4 (pass) in English and Maths – 82%
- EAL % 9-5 (strong pass) in English and Maths – 64%
- Female % 9-4 (pass) in English and Maths 71% and Male % 9-4 (pass) in English and Maths 59%
- Female % 9-5 (strong pass) in English and Maths 52% and Male % 9-5 (strong pass) in English and Maths 38%

Noadswood School

Trustees' Report

Achievements and Performance (continued)

Subject Outcomes:

Core Subjects:

English Language - 70% 9-4 pass

English Literature - 65% 9-4 pass

Mathematics - 71% 9-4 pass

Mathematics (Additional) - 72% achieved an A - E grade

Science Biology - 100% 9-4 pass

Science Chemistry - 100% 9-4 pass

Science Physics - 100% 9-4 pass

Science Combined - 66% 9-4 pass

EBACC Subjects:

Computer Science - 73% 9-4 pass

Geography - 53% 9-4 pass

History - 69% 9-4 pass

MFL French - 70% 9-4 pass

MFL German - 81% 9-4 pass

MFL Spanish - 70% 9-4 pass

MFL Polish - 100% 9-4 pass

MFL Chinese - 100% 9-4 pass

Open Bucket:

Art - 72% 9-4 pass

Art and Design - 62% achieved a pass at Level 2 or above

Child Development - 94% achieved a pass at Level 2 or above

Citizenship - 41% 9-4 pass

Dance - 100% achieved a pass at Level 2 or above

Design and Technology - 51% 9-4 pass

Digital iMedia - 15% achieved a pass at Level 2 or above

Drama - 53% 9-4 pass

Food Preparation and Nutrition - 42% 9-4 pass

Health and Social Care - 96% achieved a pass at Level 2 or above

Music - 91% 9-4 pass

PE - 67% 9-4 pass

Sports Studies - 35% achieved a pass at Level 2 or above

Noadswood School

Trustees' Report

Achievements and Performance (continued)

Entry to the entire EBACC suite remains low against DfE expectations, continuing to be driven by low entries in MFL, an area that the Board ensured was highlighted in the HT's Performance Development Objectives, actions on which are plotted across a 3-year recruitment and development plan. The first stage of this was successful, as a key staff vacancy was filled with an experienced linguist and teacher. It will remain a focus of the Board's attention. The matter was, naturally, picked up for discussion in the Trust's Ofsted Inspection in October 2022; the department were one selected by both the HT and the Lead Inspector for a 'Deep Dive', which was successful in terms of many aspects of pedagogy and student engagement. The report captured that, 'Leaders should continue their efforts to promote languages to ensure that more pupils are able to achieve the English Baccalaureate and benefit from the future opportunities that studying a language provides.', whilst discussion focused leaders on the importance of KS3 topic and learning 'end points' and the promoting of phonic, better enabling students' opting for the subjects at KS4. Objectives will be focused on these areas in the subsequent two years of the three year plan.

Trustees continue to support and challenge school leaders on important progress and attainment 'gaps' such as that between students on Alternative Provision programmes and all other students, that between high attenders and those whose attendance is a cause for concern, those on the SEND register/disadvantaged students and all students as well as the outcomes of our very highest attainers on entry.

The higher ability students have performed well this year (though there is a national decline in 7-9 grades), evidencing success against this objective. The other objectives remain entirely prescient; Year 11 included 30x 'outliers'. The Board challenged leaders to identify at a granular level the categories of students who were a combination of students accessing alternative provision, students with less than 60% attendance across the year, and students taking fewer than 8 qualifications. The HT and other leaders will work to an action plan to support the students in these categories in future KS4 year groups. The Board were delighted that the Ofsted inspection in October 2022 categorised the school overall as remaining 'Good', with two areas for improvement identified as the increase in KS4 take up for Modern Foreign Languages and for Senior Leaders to hold Middle Leaders to account for keeping a careful oversight over how well the curriculum is being implemented and provide support so that it is of a consistently high standard in all subjects. This second objective is also a key part of school improvement work for next year, led by the Assistant Head with responsibility for Professional Development and Quality Assurance of all curriculum areas.

The Board also recognises that had the school been subject to a Graded rather than an Ungraded inspection, the objective it has for attendance would have been under further scrutiny, hence it remains absolutely key, as part of the national focus on this critical aspect of school improvement (Trust Board development would also have played a greater part in a Graded inspection, and remains at the forefront of the Board's work as we welcome two new Trustees in the Autumn).

Noadswood School

Trustees' Report

Achievements and Performance (continued)

Key Achievements:

In addition to largely strong student outcomes, reflective analysis of the data and the Trust's remaining an Ofsted Good school in October 2022, discussed above, other key achievements include:

Continued careful monitoring of improvements since the last Health and Safety Audit, when the Trust gained 82%, very close to full compliance of 90%, with carefully monitored remaining objectives by the Headteacher and the Trust Board, including the Chair maintaining herself the correct pattern of Trustee compliance checks and walkabouts.

Student recruitment has been successful for September 2023, against a trend of falling demographics in the area. The Headteacher and Year Leader visits in the Autumn Term, the Open Mornings and Evening, the 'Moving Up Days' and our now established Summer Camp in the early part of the school summer holidays provide fun and immersion in school life for our upcoming Year 6 students. Noadswood continued to lead CPD events with both our closest neighbours and all Waterside/many other West Hampshire schools, providing true collaboration across the Waterside and beyond. The Leadership Team and Lead Practitioners/the Literacy Lead continued to work hard to ensure consistent implementation of pledges made from this CPD, including by subscribing the school to the internationally renowned programme 'WalkThrus', consciously designed to improve adherence to school-agreed practice.

Transition from feeder schools has continued to be successful in ensuring that the school gets to know the students deeply, holistically and via deeper communication with their parents/carers before they start. The ways in which the students (and their parents) get to experience school life, both before deciding to come and between decision and start date, have embedded and the leadership team's branding and marketing strategy continued to impact positively on admissions figures and on parent/community satisfaction with respect to communications, ethos and working through problems/concerns they may have.

The four-year-old Parent Staff Association (PSA), following from its successful project, the Community Garden on the school site, has continued to thrive, supporting a wide range of smaller but equally important school projects, such as the Leavers' Prom, Year 7 and 8 Festive and Welcome discos, tuck shops making Fridays fun, bags4schools fundraising and the supply of pre-used, good quality uniform.

The school has embedded its enhanced wellbeing offer over the last 12 months, supporting vulnerable students not only via the triaged referral process to our experienced ELSA, three newly trained ELSAs, and our counsellor, but also to a greater range of external specialist providers, such that our menu of activities has been promoted to other schools, keen to extend their own. There continues to be a group of formally trained student wellbeing ambassadors who lead wellbeing campaigns in our school, alongside an increasingly embedded Head Student and Prefect/Student Voice team, involving a host of students in driving forwards campaigns important to them alongside the Headteacher, the Year Leaders and other key staff.

Noadswood School

Trustees' Report

Achievements and Performance (continued)

The Alternative Provision Lead and Flexible Learning Base Manager have begun to be able to measure the impact of their work, noting its impact on attendance and reintegration into the full timetable of lessons for some, alongside reviewed bespoke intervention for others. They continue to manage referrals to other agencies and providers in the local areas to support students vulnerable in terms of their attendance and their behaviour, and the school continues to partner effectively with Greenwood, the local Education Centre, when referrals there are needed according to the established SLA.

The school also introduced its Learning Reset base, as an alternative to suspensions from school for children in breach of our behaviour policy and in line with the school's suspensions policy, led by an experienced former senior leader. The work of this base is responsive to a child who hits an issue of difficulty within a school day as well as providing space for someone instead of a suspension at home. Curriculum work and interventions about the issues that have led the student there are carried out. This provision's most tangible quantitative impact is on the reduction in fixed term suspensions.

The school continues to deploy relevant Pupil and Catch Up Premium to provide regular 1:1 skills and resilience mentoring for students in KS4, and we have engaged with the National Tutoring Programme since May 2022 to provide intervention in the core curriculum for students needing to catch up or for whom full time attendance is currently challenging.

The Trust's wellbeing offer continued to extend to colleagues, via their access to free Education Support counselling and wellbeing service, the continued embedding of the colleague forum, attended by teachers and support staff colleagues alike as well as an Assistant Headteacher, opportunities to be seconded to the Leadership Team as Professional Development opportunity, beginning a people strategy to offer opportunities to aspiring Middle Leaders and continuation of the Trust's supportive approach to colleague absence for compassionate and discretionary reasons. Leaders are now extending this offer to a 'wellbeing' day within the year on which colleagues can combine a visit to another school or an interesting place pertaining to their role for research activities, and then deploy the rest of that time as they wish to, as part of our CPD programme. They will be accountable for a report back on the visit.

The Headteacher, other key leaders and a now fully staffed team of colleagues have seen a second successful year for our SEMH Resourced Provision from September 2022, taking a further 3 students in its second year, as well as providing additional more 'ad hoc' support in discussion with the SENDCO and the Headteacher, and continuing to sit alongside the already well-established PD Resourced Provision that takes up to 5 students per year. The Headteacher, the SENDCO and other key leaders, having committed the school to quality whole school CPD to impact on the ethos for all in terms of approaches to de-escalate stress, distress, anxiety and anger in young people, now work with the Trust's SEND consultant to Quality Assure the impact of this CPD on provision.

The Trustees monitored the SEND strategic plan for the second of the three year lifespan of this particular plan, written to ensure improved adaptive teaching and outcomes for SEND right across the Trust and all, supported still by an external consultant because of this work's importance, and was able to see the impact and that the objectives on the plan have been achieved according to the timescale set to date.

Noadswood School

Trustees' Report

Achievements and Performance (continued)

A strong, reflective safeguarding culture in the school has continue to be embedded successfully over the last 12 months, through ongoing, termed by Ofsted 'meticulous' use of the online record keeping platform CPOMs, with actions about every entry recorded and conveyed to the DSL and the Headteacher daily. The school team has worked hard to deploy the information such that there is ever greater consistency about entries triggering the right in school or interagency referrals. The trustees are in a secure, embedded cycle of measuring the school's safeguarding culture and compliance against the action plan created and via the regular meetings in place between Mrs Hodge, Trustee, and the DSL. The Headteacher and DSL have continued to review the effectiveness of the categories on CPOMs for monitoring and tracking purposes and included to embed swift practice in terms of actions to be taken, accountability and restoring relationships which are reported now regularly to Trustees.

In addition to safeguarding being assessed as 'Effective' in the Trust's Ofsted Inspection in October 2022, the Trust has further had a successful external audit of Safeguarding in June 2023 with our GDPR and Safeguarding compliance advisors, Judicium. Compliance was at Green level in 21 out of the 25 areas covered by the Audit, Amber (work progressing) in 4 and Red it one area: consistency of checking of ID/DBS/Letters of Assurance of visitors when they sign in to the school. Ambers and the Red area have all been actioned and shared back with the Safeguarding Trustee and on the SLT agenda regularly and SIC Agendas termly.

The Leadership Team, Network Manager and IT Technician would continue to be able to implement remote/blended learning, were this to be needed, and had to make use of this on two days of closure prompted by a gas leak in one section of the school site this year, as well as on industrial action days when the level of staff presence breached the Trust's Risk Assessment. The Board monitored the Trust's correct use of its Business Continuity Plan on each occasion. The Board have continued to oversee the Trust's Cyber safety work, ensuring that developments have been reported to the Internal Auditor, progress monitored and areas for ongoing improvement highlighted for her work with the Trust in 2023/4.

Continuing Professional Development and thoughtful curriculum planning, informed by CPD, have continued to be strengths of the school, and the Leadership Team, Middle Leaders and Lead Practitioners have run one full year of its refreshed programme of Quality Assurance around the extent to which the curriculum intent is borne out in lessons, to interweave with the objectives in the SIP and the SEND Strategic Plan. The Board knows that this will be important work next year, too, in order to strengthen the consistency of curriculum implementation and impact right across the school, as per the Ofsted report's second objective for Improvement.

Noadswood School

Trustees' Report

Achievements and Performance (continued)

Noadswood remains an entirely inclusive school and continues to see a significant rise in the number of students with Education Health Care Plans coming through the school from Y7 upwards, in addition to those commissioned places in our Resource Provisions. The work of the external consultant, commissioned by the Headteacher, and the objectives of the SEND strategic plan continue to address the objectives that will help the SENDCO, her team and in fact the whole school not only include these students but do so in order that attainment, attendance and progress gaps are closed between them and other students. The same applies to our disadvantaged students: where there is an attainment/progress/attendance gap, there is often also an additional need identified. A key achievement for the year is the deep analysis of the provision right across the school and the Quality Assurance carried out through the Ofsted Inspection and through leaders' QA work evidencing strengths in adaptive teaching increasingly consistently across the school.

Trustees monitor the success and impact of all the above via the relevant committees with consistency through the year.

Key objectives for next year:

Strategic Finance:

- Continued, timed work on the Integrated Curriculum and Financial Plan leading to the deficit recovery measures approved by the Board improving the financial position of the Trust per year 3 of its current Budget Forecast. The Internal Scrutineer will be asked by the Board to make this a focus of her visits in 2023/4, and the new CFO starting with the Trust in January 2024 will be a key colleague in leading on this work with the Headteacher, the Finance Manager and the Board.

Curriculum, Teaching and Learning:

- Monitoring the outcomes of the school's Quality Assurance programme so that Middle and Senior Leaders ensure that curriculum thinking and planning is enacted more consistently across the Trust, with colleagues supported in their teams to hit agreed objectives in this respect, per the Trust's Ofsted report objective.
- Robust monitoring of the 2023/4 objectives of the SEND Strategic Plan to improve granular analysis of the curriculum offered to, interventions provided for and outcomes for those on the SEND register and those identified as 'disadvantaged'.
- Monitoring of the 2023/4 objectives of the Attendance action plan, so that those vulnerable to non-attendance are monitored and supported to the quality of our best pastoral and curriculum support plans.
- Monitoring increased engagement with KS4 Modern Foreign Languages qualifications, so that there is an increase in take up from Y9 Sept 2024 when they make their options choices in the Spring of 2024.

Noadswood School

Trustees' Report

Achievements and Performance (continued)

Trust personnel and succession planning:

The Board of Trustees continued to manage key changes in key personnel this year with a new Chair, once again, and some key resignations, simply owing to people's personal and workplace demands. The Board thank each of them for all they committed to the Board during their times of office. The Board and the Headteacher also had some of its time deployed to the serious consideration of Noadswood being transferred to a MAT based locally to the Trust, to strengthen and deepen the school's local partnerships, to develop all-through provision in the local area and to provide a shared infrastructure in all aspects of the business function of the Academy.

In June 2023, the Board and the Headteacher took the decision for this transfer not to happen, as did Trustees and Leaders within the MAT concerned. That said, Noadswood's learning, our strategic thinking and our vision for collaboration across the Waterside and the wider local area have been enhanced by the recent joint working together and experiences. The Board and the Headteacher now look forward to continuing, ongoing professional friendships and collaborations together in the interests of all the young people we serve, and to continuing to seek the right MAT for Noadswood to join at the right time.

Trustees and the Headteacher have continued to engage in committed succession planning work prior to the resignations and the decision not to join a MAT (which would have changed the composition and work of the Board if it had become a local Academy Council or similar), and we look forward to our new recruits starting with the Board in the late Autumn 2023 and early Spring 2024. The Headteacher, the new Chair of the Board and new Committee Chairs have worked as a strong team to ensure compliance and a secure monitoring cycle in terms of finance, teaching and learning, safeguarding and outcomes for students, as detailed above.

The school has remained highly successful in its recruitment and succession planning in both the teaching and support staff teams, as an outcome of its strong marketing and website, and the school's cultural and ethos standing in the local and wider parts of Hampshire and the South. The Board monitors the progress of all Early Career Teachers, new teachers and new support staff members at the Pay and Personnel Committee.

Site:

The site has continued to be developed and maintained to be a highly attractive and welcoming learning environment, capitalising on every section of space for the students to go during breaks and lunchtimes, as well as improving the overall ergonomics and operation of the school. Following the successful CIF projects between 2017-2019 (roofing, heating, cladding), the site was well sustained through the pandemic, and remains compliant in all key Health and Safety aspects, monitored by the Premises Manager and the Headteacher. Progress in these respects is reported to the Chair in her visits and to the Trustees. The Trust was subsequently successful with two further CIF bids, the work from which commenced in the Summer of 2021, with respect to Site Security/Safeguarding and Fire Door Compliance. The Fire Door project completed successfully; the Site Security project left the Trust with challenges between the project management company and the installers, and the Headteacher ensures Trustees oversee this matter and will do so until its correct conclusion.

Noadswood School

Trustees' Report

Key Performance Indicators

The Trust sources and uses the financial benchmarking data available from the DfE, the local authority and from the Education and Skills Funding Agency, and the Internal Scrutineer with whom the school works to inform Trustees about how the school compares to similar schools on key financial indicators. These include salaries as % of grant income, staff costs per pupil, salary cost by type as % of grant income, comparing Noadswood to local academies and national averages. The Trustees considered these indicators closely when they reviewed the planned curriculum and colleague deployment in all parts of the school and in all decisions about its Integrated Curriculum and Financial Plan.

The school uses a best value approach and encourages all members of staff to challenge whether the performance of the school is high enough in all respects, and to always consider how and why all services are being provided, to what end for the students. The Trust aims to be aware of developments in the field of education and business, where we are placed and strives to secure efficient and effective use of all resources.

Going Concern

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

Financial Review

In the year to August 2023 the Academy made a deficit of £270,892 (2022: a deficit of £100,812) on unrestricted and restricted general funds. The surplus in respect of the restricted pension fund was £231,000 (2022: a surplus of £2,359,000) and the deficit in respect of restricted fixed asset funds was £168,087 (2022: a deficit of £80,189), resulting in an overall deficit of £207,979 (2022: an overall surplus of £2,177,999).

As at 31 August 2023, restricted income funds were £61,494 (2022: £221,069), and unrestricted income funds were £762,359 (2022: £873,676). The total of restricted and unrestricted income funds was £823,853 (2021: £1,094,745).

Grants received in 2022/23:

- School Led Tutoring: £28,233
- Recovery Premium: £51,487
- Supplementary Grant: £164,502
- Maintained Schools grant: £82,761

Noadswood School

Trustees' Report

Reserves Policy

A simple reserves policy has been adopted to establish an agreed level of financial reserves to enable the school to smoothly manage day to day and longer-term variations in recurrent expenditures and in plans for capital spending.

In addition to the ongoing monitoring of cash flow by the Chief Financial Officer, and the Finance Team, reserve levels in bank balance and other financial holdings are reviewed at FAR Committee meetings and any recommended changes will be put to the Board of Trustees for approval.

Trustees have agreed that reserve levels will be maintained at a conservative minimum of 7% of GAG income plus any funds earmarked for future capital projects, major maintenance, and anticipated deficit budgets.

Trustees will monitor levels of reserves in financial reports provided by the CFO and in the annual financial statement prepared by the Auditor. Trustees will look to ensure that a prudent level of reserves is maintained, bearing in mind the recurrent spending needs to ensure high quality provision. In deciding the level of reserves Trustees will take into account the following:

- Salary costs.
- The school's annual budget.
- The need for any large project spend, such as facilities development or building condition needs.
- Any uncertainty, turbulence or expected reduction in funding arrangements, including the level of transitional protection within the school funding and its expiry date.
- Anticipated funding over the next three years.

The Trust will endeavour retain two months' salary costs in the bank.

The Academy keeps a five-year programme of capital/one off projects which fall outside the day to day running costs. The average annual cost is £20k (the ringfenced income received annually).

It is forecast that the annual GAG income will not cover these costs. In fact, our expectation is that income will not keep pace with increasing staff costs, including pension and NI contributions, and mandatory additional expenditure such as the apprenticeship levy.

The reserves as of 31st August 2023 were:

- Unrestricted (free) reserves of £762,359 (2022: £873,676)
- A restricted fixed asset fund of £8,525,800 (2022: £8,693,887), which can only be realised through disposal of tangible fixed assets
- A pension deficit of £91,000 (2022: £322,000)
- Other restricted funds of £61,494 (2022: £221,069)
- Total funds of £9,258,653 (2022: £9,466,632)

Noadswood School

Trustees' Report

Investment Policy

The Trust has an Investment Policy on the website which has been set out to ensure that suitable advice is taken, and appropriate risk assessments are in place about decisions to invest the school's funds. Returns received from investments will be regularly monitored by the CFO and will be reviewed by the General Purposes Committee and FAR Committee at least annually. Any proposed investment and any recommendations for change will be put to the General Purposes and Audit committee for scrutiny and approval. Additionally, the Board of Trustees has agreed that only low risk investments such as readily accessed and monitored deposit accounts will be considered without recourse to appropriate external investment expertise.

Principal Risks and Uncertainties

Since the school converted to Academy status an assessment has been made of possible risks to the operation and future of the school. The resulting Risk Register has been reviewed by the Board of Trustees and the identified control and procedure updates required to minimise and mitigate identified risks have been approved by them. The Academy Trust practises through its Board, namely the Board of Trustees and the constituted subcommittees, risk management principles. Key risks are monitored at regular Leadership Team meetings and at appropriate Trustee subcommittees. Any major risks highlighted at any subcommittee are brought to the main Board with proposed mitigating actions and they continue to be reported until the risk is adequately mitigated.

The principal risks assessed by Trustees, the Headteacher and the Senior Leadership Team to be currently facing the Academy are:

- Financial risk to the Trust owing to the budget model for future periods showing an increasingly serious deficit if and urgent and carefully monitored recovery plan were not to be implemented over the next three years.
- Health and Safety non-compliance could result in litigation/loss of reputation (however the Trust is making strong progress towards complete compliance now.)
- Falling demographics could result in further loss of income (however the Trust's marketing strategy and overall effectiveness has pleasingly resulted in confirmed admissions for the academic year 2023-24 and the anticipated figures for 2024-25 hitting PAN.).
- Risk to the Trust through failure to ensure that IT and all parts of cybersecurity/protection are maintained to the highest standards, and/or to monitor the risks connected to this over which the Trust has less anticipatory control than typical risks, such as cyber disaster. The Internal Scrutineer will continue to dedicate parts of her visits to these areas of risk and the DHT, the Headteacher and the Board will pay close attention to the IT Manager's progress against objectives for best practice compliance, back ups and insurances.

Noadswood School

Trustees' Report

Principal Risks and Uncertainties (continued)

- Risks to the Trust's estate with respect to its safety, maintenance and compliance, mitigated against by the General Purposes Committee's monitoring of the Capital Spend, the work of the Premises Team, the Health and Safety Action Plan and the meeting by meeting analysis of key risks. For instance, the Board received reports re the maintenance issues with our perimeter gates, and supported the Accounting Officer on the urgent work needed for their repair. Risk to the estate is reviewed constantly and dynamically, as well as strategically. This is the approach taken to risks to the estate: open, regular review and analysis, followed by prompt action in line with all regulations and with the advice of our external Health and Safety Advisor.

These risks on the Academy's Risk Register have been and will be regularly reviewed and updated as a result of the consequent control measures put into place and will continue to be so, other than the Cyber risk which will be sharpened in the light of the Internal Scrutineer's work this year.

Mitigation actions are in place for all the above, with regular review points by Senior Leaders and Trustees to reduce likelihood and monitor closely. The Board and the Headteacher will also review its Risk Management Processes/Policy next year, picking up on the suggestions from the Internal Scrutineer, who noted detailed discussion and regularity of discussion of risk, but ways in which the process could better enable the Board and the Headteacher to monitor reducing or escalation of risks.

The Board of Trustees accepts managed risk as an inevitable part of its operations but maintains an objective not to run unacceptable levels of risk in any area. The subjective nature of this process requires major risks to be resolved by the Board of Trustees and senior leaders collectively, whilst more minor risks are dealt with by senior leaders.

Fundraising

As part of its work within the community, the academy trust raises funds to support its own operations and also to make donations to local and national charities. The academy trust undertakes all such activities itself, with the help of its students and their families. We confirm that when fundraising:

- No unsolicited approaches are made to members of the public.
- No commercial participators are used.
- No regularity schemes or standards are applicable.
- No complaints were made to the Academy Trust during the year.

Noadswood School

Trustees' Report

Plans for Future Periods

The plans for further improving the school are laid out in the School Improvement Plan, underpinned by the three-year strategic plan from July 2021, the Headteacher's Performance Management Objectives, Headteacher reports on these documents and via the Leadership Team's Quality Assurance calendar and cycle of Trustee committee meetings. Financial plans are supported by the Internal Scrutineer's cycle of visits and reports/action plans.

Quality of Education (Progress):

- Strong progress headline figures for our students that compare favourably with local, similar school and national averages and leaves no group falling behind expectations of progress.
- Reduction in the gap between outcomes for those on the SEND register, those on Alternative Provision programmes, and those identified as 'disadvantaged' and their peers.
- Outcomes for the most able more consistently in line with the most ambitious of predictions from their KS2 data, following improvement this year.

Quality of Education (Curriculum):

- An excellent, rich curriculum where the intent, implementation and impact are now equally embedded; the curriculum will be accessible but always carefully costed, ambitious and meeting the diverse needs of all learners.
- Increased engagement with the entire EBacc suite of subjects, by increasing, gradually and carefully, the numbers taking a KS4 qualification in MFL.

Personal Development, Attitudes and Wellbeing:

- A robust attendance action plan, particularly focusing on the 85-95% students and those who are also eligible for FSM and/or have SEND/have AP curriculum packages.
- Robustly continue to implement our 5 Step Behaviour Policy, that inculcates excellent behaviours for learning, a strong sense of team, restorative accountability and the active promotion of the values of the 'Noadswood family'.
- Support effectively and with care our students' safety, emotional wellbeing, mental health and their self-regulation within current and developing local and national contexts, and in partnership with the students and local agencies.

Leadership and Management:

- Embed our evolving local partnerships so that Noadswood remains central to the development of excellent secondary and all-through education and support for young people and their families, and remains in a strong position to play a lead role in strong, sustainable partnerships and collaborations in the interests of all young people.
- Explore the potentials and opportunities in becoming part of a Multi-Academy Trust, through all aspects of Due Diligence, consultation and risk analysis, for educational, wellbeing and strategic financial outcomes for Noadswood, as well as for what Noadswood can offer a MAT.

Noadswood School

Trustees' Report

Plans for Future Periods (continued)

- Strategically lead, monitor and review the three-year budget, with its significant challenges during the life of the plan, and a three-year integrated curriculum and financial plan (ICFP), that balances carefully financial sustainability for the trust with the other priorities in the plan, along with continued impactful spend of Pupil Premium.
- Induct successfully a new CFO, who in turn will lead robust monitoring of tighter budget controls and more accurate forecasting across the Trust with the Finance Manager, continuing to work to raise the accountability of the Finance Assistants and adhering to a reliable calendar of monthly monitoring.

These objectives emanate from the Trust's self-evaluation, evaluation following the Trust's Ofsted inspection and strategic financial review including of the current serious income and expenditure challenges for schools.

Funds Held as Custodian Trustee on Behalf of Others

The school holds no funds as a Custodian Trustee on behalf of others.

Auditor

Insofar as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 7 December 2023 and signed on the Board's behalf by:



A Munden
Chair of Trustees

Noadswood School

Governance Statement

Scope of Responsibility

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

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and Competency Framework for Governance.

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

Governance

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

| <u>Trustee</u> | <u>Meetings attended</u> | <u>Out of a possible</u> |
|---|--------------------------|--------------------------|
| Mrs Sarah Balson | 2 | 2 |
| Mr Neil Cotton (resigned 25 November 2022) | 0 | 1 |
| Ms Annie Hodge (appointed 8 November 2022) | 4 | 4 |
| Miss Kathryn Marshall | 5 | 5 |
| Mrs Alison Munden | 5 | 5 |
| Mr Gary O'Flaherty (resigned 31 December 2022) | 1 | 2 |
| Mrs Helen Sanderson | 4 | 5 |
| Mrs Leoni Stote (appointed 6 October 2022, resigned 15 May 2023) | 2 | 3 |
| Mr Tim Sunderland (resigned 16 November 2022) | 1 | 1 |
| Mr Neil Wright (resigned 27 March 2023) | 1 | 3 |

There have been no key changes in the composition of the Board of Trustees in the past twelve months: our committee structure and pattern of meetings remains unchanged and are in line with our Articles.

Noadswood School

Governance Statement

Governance (continued)

The Board has focused its work on:

- Analysing closely budget monitoring and forecasting against actuals, working with the CFO and the Accounting Officer to set the Trust targets for improvement in these respects across the Trust, on which they are working and reporting back to relevant committees
- Analysing the Trust's Integrated Curriculum and Financial Plan, then informing the Trust's 3 year deficit recovery plan.
- Ensuring Health and Safety compliance for the Trust by completing all visits in line with the expectations of our Audit.
- Ensuring Safeguarding is effective across the Trust, via reports at each Committee and Board meeting and via the Safeguarding Governor making regular visits to the Trust to speak to the DSL and to sample the Single Central Record with the HR Lead. She also attended the Trust's debrief from its successful external Safeguarding Audit in June 2023.
- Accountability of and challenge to the Leadership Team, ensuring the team provided sharply focused reports on student outcomes, safeguarding, health and safety, behaviour, Alternative Provision and Reduced Hours Timetables to the appropriate committees, according to our Scheme of Delegation.
- Robust work on the objectives set from the Trust's Ofsted Inspection in October 2022, around Middle Leader accountability and curriculum engagement in the EBACC suite, specifically MFL.
- Succession planning for the Board, resulting in two new Trustees commencing their time with the Board in the Autumn of 2023.
- Compliance against the actions in the Trust's Internal Scrutiny Action Plan, in particular the work required on Cyber Safety/Business Continuity Planning and ongoing financial compliance.

There have been no interruptions or changes to the planned work of the Board, and hybrid meetings have continued to work well, enabling Trustees, leaders and staff reps alike to attend around all other commitments, either in school or online.

Conflicts of interest:

The Trust Board and the Accounting Officer take seriously their responsibilities for its effective risk and control framework. The Trust's Risk Register is reviewed as a live document by the Senior Leadership Team and relevant committees at each meeting, overseen by the Business Manager until she left in March 2023, and then by the Accounting Officer and the Clerk. The controls are reviewed, and adjusted as necessary, with objectives set if concerns regarding key risks increase through the analysis.

An open and 'team approach' to solving risk-related challenges is adopted across our Trust, and we keep the agreed key risks – financial and non-financial - for the Trust live, organising additional meetings with relevant Trust Board members to keep them in sharper review.

All colleagues within our Trust are encouraged to be involved in the risk management process by the reporting of risks to the Premises Manager, the CFO or the Accounting Officer. The Board strives to ensure that its risk and control framework is fully embedded across our school.

Noadswood School

Governance Statement

Governance (continued)

In addition, the Trust Board details its approach to the risks inherent in financial conflicts of interest in its Pecuniary Interests Policy published on the website. The Clerk ensures the timely updating of our Declarations of Interests in writing, and the policy also explains:

- It is the responsibility of individual Governors who have any interest, however slight, in any matter about to be discussed or decided by the Governing Body to disclose this interest, (including all relevant facts), and ensure the declaration is recorded in writing in the School's records.
- If the conflict is clear and substantial, the Governor should offer to withdraw and, if invited to remain, must refrain from voting on the matter. The Governor must not attempt to influence any other member's view or vote, nor the actions of staff, on the matter by any form of communication prior to, during or after the relevant meeting(s).
- The Trust Board has finally introduced practice around keeping in writing any occasion on which this policy has had to be used, separately to the Minutes, as a result of taking advice from the Internal Scrutineer and colleagues at HWB.

Additionally, the internal scrutineer has reviewed this year the Trust's response to Related Parties Transactions detailed in our Finance Manual because of the importance the Board gives to effective risk management around any and all conflicts of interest.

Governance reviews:

The Board had a Financial Management and Governance Review with the ESFA in February 2021, the action plan from which was reported on to the FAR Committee and to the FGB, and all actions are now completed. The Trust also had successful GDPR, Health and Safety and Safeguarding External Audits during the last year, which considered aspects of Trust Board expertise and compliance, with action points reviewed by the Board.

The General Purposes Committee is a sub-committee of the main Board of Trustees. This committee meets to ensure the effective implementation and review of the data protection policies and procedures across the Trust. Included in its remit is also to review the school's plans for the development and maintenance of the buildings and grounds to provide a safe, secure, pleasant and stimulating environment. This includes oversight and impact CIF funding applications. In addition, it monitors the local arrangements for the effective supervision of building maintenance and minor works and reviews and recommends a Trust wide Health and Safety statement, responding to audit outcomes. The committee monitors the implementation of the Health and Safety policy across the school and reviews and recommends a school Lettings Policy. Attendance at meetings in the year was as follows:

| <u>Trustee</u> | <u>Meetings attended</u> | <u>Out of a possible</u> |
|-----------------------|--------------------------|--------------------------|
| Miss Kathryn Marshall | 2 | 3 |
| Mrs Alison Munden | 3 | 3 |
| Mrs Helen Sanderson | 3 | 3 |
| Mr Tim Sunderland | 0 | 1 |
| Mr Neil Wright | 1 | 2 |

Noadswood School

Governance Statement

Governance (continued)

The Finance, Audit and Risk Committee is a sub-committee of the main Board of Trustees. This committee meets to scrutinise the budget and ensure adequate risk, financial and asset management systems are in place across the Trust and adhered to. It is there to monitor income, expenditure, cash flow and the balance sheet of the Academy and to monitor and review the Charging Policy. It approves contracts with values as set out in the Scheme of Delegation. The committee supports the Board in its monitoring and evaluation of any services and functions provided or procured by the Academy. The committee also monitors the impact of pupil premium funding and meets to identify proforma risk matters to inform the academy specific risk registers. Risk reports provided by the leadership team are reviewed and recommendations or notifications are made to the Board as appropriate. Attendance at meetings in the year was as follows:

| <u>Trustee</u> | <u>Meetings attended</u> | <u>Out of a possible</u> |
|-----------------------|--------------------------|--------------------------|
| Mrs Sarah Balson | 1 | 1 |
| Ms Annie Hodge | 1 | 1 |
| Miss Kathryn Marshall | 3 | 3 |
| Mrs Alison Munden | 3 | 3 |
| Mrs Helen Sanderson | 3 | 3 |
| Mr Tim Sunderland | 1 | 1 |
| Mr Neil Wright | 1 | 2 |

The Pay and Personnel Committee deals with all matters relating to pay and performance of all staff. This will include approving and reviewing the pay and performance policy. This committee will advise the Board of Trustees about all matters relating to the staffing of the school and to undertake certain responsibilities related to staffing matters on behalf of the Board of Trustees. It performs this role with the purpose of supporting best practice and of complying with legal requirements in the recruitment, deployment, retention, pay progression and development and welfare of all the school's staff. Attendance at meetings during this year is as follows:

| <u>Trustee</u> | <u>Meetings attended</u> | <u>Out of a possible</u> |
|-----------------------|--------------------------|--------------------------|
| Mrs Sarah Balson | 1 | 1 |
| Ms Annie Hodge | 2 | 3 |
| Miss Kathryn Marshall | 4 | 4 |
| Mrs Alison Munden | 4 | 4 |
| Mr Gary O' Flaherty | 2 | 2 |
| Mrs Helen Sanderson | 3 | 3 |
| Mrs Leoni Stote | 1 | 1 |
| Mr Neil Wright | 1 | 3 |

Noadswood School

Governance Statement

Governance (continued)

The School Improvement Committee purpose is to support and agree objectives pertaining to pedagogy and the curriculum to enhance academic progress and achievement, and to track their effective implementation and impact. This committee also oversees objectives with respect to student and staff safeguarding and child protection issues/action planning and training. The Headteacher, or their delegate, also reports on items such as admissions policy, student attendance, exclusions, SEND students' progress, student and staff wellbeing as well as celebrating successes for students. Attendance at meetings this year is as follows:

| <u>Trustee</u> | <u>Meetings attended</u> | <u>Out of a possible</u> |
|-----------------------|--------------------------|--------------------------|
| Mrs Sarah Balson | 2 | 3 |
| Ms Annie Hodge | 4 | 5 |
| Miss Kathryn Marshall | 6 | 6 |
| Mrs Alison Munden | 5 | 6 |
| Mr Gary O'Flaherty | 2 | 2 |
| Mrs Helen Sanderson | 6 | 6 |
| Mrs Leoni Stote | 2 | 4 |
| Mr Neil Wright | 1 | 2 |

Noadswood School

Governance Statement

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 Academy Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- Ensuring all budget holders provided forecasts against strategic objectives, and has reviewed forecasting, encouraging tighter internal controls, and creating objectives for further improvement in this respect with the acting CFO;
- Ensuring successful CIF bids to improve the safety, security and compliance of the site;
- Achieving accurate forecasting of student outcomes, enabling students to make good progress needed for their next destinations;
- Providing opportunities for strong CPD, including remotely during the lockdowns, making use of cost effective offers, shared offers with other schools and in house CPD;
- Ensuring the Trust followed its best value principles in the procurement of contracts across schools, in line with its Finance Manual, Tendering Policy and Consultancy Policy;
- Considering benchmarking data and working with ICFP metrics when analysing staffing levels and recruitment requirements in the Trust this year and in forward planning;
- Ensuring use of Catch Up Premium and Pupil Premium is matched to the agreed school improvement objectives and ensuring Summer School funding impacted on the young people's experience in the intended ways; and
- Ensuring the ring fenced Capital Pot is deployed in a way that enables both urgent and strategic objectives to be met across the Trust's estate, ensuring a safe, well-maintained and compliant site, including moving from gas in the Design and Technology Department, purchasing ovens in the same area and in the school's kitchen, funding towards the school's cycle compound, addressing a safeguarding issue in the configuration of the HT's office entry/exit routes, and additional water points for students. This list evidences that the Premises Manager and the Finance Manager meet regularly with the Accounting Officer to look right across the estate's safeguarding and compliance needs. Although the completion of the projects has not necessarily occurred within the year, the plans are very much in place, monitored as stated and regularly reported on to the General Purposes Committee and the Full Board.

Noadswood School

Governance Statement

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 Noadswood School for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of 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 Board of Trustees
- regular reviews by the FAR and GP Committees of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has considered the need for a specific internal audit function and has continued to buy in an internal audit service from Mrs S Lock, ACMA, SLL Accountancy Ltd to carry out a cycle of internal scrutiny, with action plans monitored by the Headteacher, the acting CFO/FM, the interim BM/CFO consultant and the FAR committee.

Noadswood School

Governance Statement

The Risk and Control Framework (continued)

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial and other systems. At the start of the financial year an audit needs assessment is carried out to inform the trust internal audit strategy and programme of work. This process involves reviewing the trust's risk register, previous internal and external audit findings, changes in ESFA requirements, external factors, planned organisational changes and discussions with senior management and the audit committee. It also serves to build on the work of the internal scrutiny from last year. Overall, the internal scrutiny programme and the Finance Audit and Risk Committee have focused on the following areas as set out in Part 3 of the Academy Trust Handbook:

- evaluating the suitability of, and level of compliance with, financial and other controls. This includes both evaluating whether controls and procedures are effective and efficient, and checking transactions to confirm that controls and procedures are being followed;
- advice and insight to the Board on how to address weaknesses in financial and other controls, recommending improvement, but without diluting the responsibility of management for the day to day running of the Academy Trust; and
- ensuring risks are adequately identified, reported and managed.

The reviews have comprised three combination in person and remote visits, as well as regular additional contact by phone/Teams calls with both the acting CFO and the Accounting Officer. On a three times yearly basis, the auditor provides a report for the Board of Trustees, through the FAR Committee and the GP Committee, on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares an annual 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.

The annual report includes the statement, 'The internal scrutiny programme of work carried out has covered a range of financial and non-financial controls to give the Trust Board independent assurance on whether its risk management procedures are effective.

The work carried out has shown that the school has made good progress regarding the areas reviewed, recommendations have been made for further enhancements to provide greater clarity and improvements which the Trust have accepted and will be incorporated into the 2023.24 review and update processes. The schedule of work has been completed as planned, and no material or significant control issues have arisen.'

Noadswood School

Governance Statement

Review of Effectiveness

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

- the work of the internal auditor
- the work of the external auditor
- the school resource management self-assessment tool
- 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 FAR Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 7 December 2023 and signed on its behalf by:



A Munden
Chair of Trustees



K Marshall
Accounting Officer

Noadswood School

Statement of Regularity, Propriety and Compliance

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

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

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



K Marshall
Accounting Officer
7 December 2023

Noadswood School

Statement of Trustees' Responsibilities

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Education & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

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

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

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

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

Approved by order of the members of the Board of Trustees on 7 December 2023 and signed on its behalf by:



A Munden
Chair of Trustees

Noadswood School

Independent Auditor's Report on the Financial Statements to the Members of Noadswood School

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 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 properly prepared in accordance with the Charities SORP 2019 and Academies Accounts Direction 2022 to 2023.

Basis for opinion

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

Conclusions relating to going concern

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

Noadswood School

Independent Auditor's Report on the Financial Statements to the Members of Noadswood School

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. It includes the Reference and Administrative Details, the Trustees' Report (including the Strategic Report), and the Governance Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

Opinion 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Noadswood School

Independent Auditor's Report on the Financial Statements to the Members of Noadswood School

Responsibilities of the Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our 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 a Report of the Independent Auditors 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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Academy Trust, and the sector in which it operates. These include but are not limited to compliance with the Companies Act 2006, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019, the Academy Trust Handbook 2022, and the Academies Accounts Direction 2022 to 2023.
- We obtained an understanding of how the Academy Trust is complying with these frameworks through discussions with management.

Noadswood School

Independent Auditor's Report on the Financial Statements to the Members of Noadswood School

- We enquired with management whether there were any instances of non-compliance with laws and regulations or whether they had knowledge of actual or suspected fraud. These enquiries are corroborated through follow-up audit procedures including but not limited to a review of legal and professional costs, correspondence and a review of board minutes.
- We assessed the susceptibility of the Academy Trust's financial statements to material misstatement, including the risk of fraud and management override of controls. We designed our audit procedures to respond to this assessment, including the identification and testing of any related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature.
- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the sector in which the Academy Trust operates in, and their practical experience through training and participation with audit engagements of a similar nature.

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



G Brown FCCA (Senior statutory auditor)

For and on behalf of Hopper Williams & Bell Limited

Statutory Auditor

Highland House, Mayflower Close, Chandlers Ford, Eastleigh SO53 4AR

Date 12 Dec 2023

Noadswood School

Independent Reporting Accountant's Assurance Report on Regularity to Noadswood School and the Education & Skills Funding Agency

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

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

Respective responsibilities of Noadswood School's Accounting Officer and the reporting accountant
The Accounting Officer is responsible, under the requirements of Noadswood School's funding agreement with the Secretary of State for Education dated 1 August 2011 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Noadswood School

Independent Reporting Accountant's Assurance Report on Regularity to Noadswood School and the Education & Skills Funding Agency

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Consideration as to whether prior approval was sought from the Secretary of State where it is required by the Academy Trust Handbook (effective from 1 September 2022) (ATH).
- Review of any special payments to staff, including compromise agreements, to consider whether prior approval was sought where required by the ATH and that any payments are in line with the severance guidance published by ESFA.
- Consideration as to whether any borrowings have been made in accordance with the ATH.
- Review of any 'minded to' letters or Notices to Improve which have been issued to the Academy Trust.
- Review of any transactions with related parties to ensure that they have been carried out in accordance with the ATH.
- Review of governance arrangements to determine whether the requirements of the ATH have been met.
- Review of the Academy Trust's internal controls, including whether the general control environment has regard to the regularity of underlying transactions, including fraud management.
- Review of the Academy Trust's procurement policies to determine effectiveness and testing a sample of purchases to confirm that the policies have been correctly implemented.
- Identifying any conditions associated with specialist grant income and determining whether it has been spent as the purposes intended.

Noadswood School

Independent Reporting Accountant's Assurance Report on Regularity to Noadswood School and the Education & Skills Funding Agency

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 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



G Brown FCCA

Reporting Accountant

Hopper Williams & Bell Limited

Chartered Accountants

Highland House, Mayflower Close, Chandlers Ford, Eastleigh SO53 4AR

Date12 Dec 2023.....

Noadswood School

Statement of Financial Activities for the year ended 31 August 2023 (including Income and Expenditure Account)

| | Note | Un- restricted funds £ | Restricted General Funds £ | Restricted Pension Funds £ | Restricted Fixed Asset Funds £ | 2022/23 Total £ | 2021/22 Total £ |
|---|------|---------------------------------|-------------------------------------|-------------------------------------|---|-----------------------|-----------------------|
| Income and endowments from: | | | | | | | |
| Donations and capital grants | 2 | 4,861 | - | - | 58,464 | 63,325 | 21,076 |
| Other trading activities | 4 | 76,315 | - | - | - | 76,315 | 76,876 |
| Investments | 5 | 1,061 | - | - | - | 1,061 | 175 |
| Charitable activities: | | | | | | | |
| Funding for the academy trust's educational operations | 3 | - | 6,518,513 | - | - | 6,518,513 | 5,953,491 |
| Total | | 82,237 | 6,518,513 | - | 58,464 | 6,659,214 | 6,051,618 |
| Expenditure on: | | | | | | | |
| Charitable activities: | | | | | | | |
| Academy trust educational operations | 7 | 1,228 | 6,830,611 | 92,000 | 266,354 | 7,190,193 | 6,631,619 |
| Net income / (expenditure) | | 81,009 | (312,098) | (92,000) | (207,890) | (530,979) | (580,001) |
| Transfers between funds | 16 | (192,326) | 152,523 | - | 39,803 | - | - |
| Other recognised gains / (losses): | | | | | | | |
| Actuarial gains on defined benefit pension schemes | 26 | - | - | 323,000 | - | 323,000 | 2,758,000 |
| Net movement in funds | | (111,317) | (159,575) | 231,000 | (168,087) | (207,979) | 2,177,999 |
| Reconciliation of funds | | | | | | | |
| Total funds brought forward | | 873,676 | 221,069 | (322,000) | 8,693,887 | 9,466,632 | 7,288,633 |
| Total funds carried forward | | 762,359 | 61,494 | (91,000) | 8,525,800 | 9,258,653 | 9,466,632 |

The notes on pages 49 to 70 form part of these financial statements.

Noadswood School

Balance Sheet as at 31 August 2023

Company Number 07693860

| | Note | 2023 £ | 2023 £ | 2022 £ | 2022 £ |
|--|------|------------------|------------------|------------------|------------------|
| Fixed assets | | | | | |
| Tangible assets | 11 | | 8,439,320 | | 8,593,183 |
| Current assets | | | | | |
| Debtors | 12 | 258,825 | | 303,856 | |
| Investments | 13 | 85,000 | | - | |
| Cash at bank and in hand | | 904,499 | | 1,317,477 | |
| | | <u>1,248,324</u> | | <u>1,621,333</u> | |
| Liabilities | | | | | |
| Creditors: Amounts falling due within one year | 14 | <u>(320,747)</u> | | <u>(403,740)</u> | |
| Net current assets | | | <u>927,577</u> | | <u>1,217,593</u> |
| Total assets less current liabilities | | | 9,366,897 | | 9,810,776 |
| Creditors: | | | | | |
| Amounts falling due after more than one year | 15 | | <u>(17,244)</u> | | <u>(22,144)</u> |
| Net assets excluding pension liability | | | 9,349,653 | | 9,788,632 |
| Defined benefit pension scheme liability | 26 | | (91,000) | | (322,000) |
| Total net assets | | | <u>9,258,653</u> | | <u>9,466,632</u> |
| Funds of the academy trust: | | | | | |
| Restricted funds | | | | | |
| Fixed asset fund | 16 | 8,525,800 | | 8,693,887 | |
| Restricted income fund | 16 | 61,494 | | 221,069 | |
| Pension reserve | 16 | <u>(91,000)</u> | | <u>(322,000)</u> | |
| Total restricted funds | | | 8,496,294 | | 8,592,956 |
| Unrestricted income funds | 16 | | 762,359 | | 873,676 |
| Total funds | | | <u>9,258,653</u> | | <u>9,466,632</u> |

The financial statements on pages 46 to 70 were approved by the Trustees and authorised for issue on 7 December 2023 and are signed on their behalf by:


A Mundaen
Chair of Trustees

The notes on pages 49 to 70 form part of these financial statements.

Noadswood School

Statement of Cash Flows for the year ended 31 August 2023

| | Note | 2023 £ | 2022 £ |
|---|------|------------------|------------------|
| Cash flows from operating activities | | | |
| Net cash provided by (used in) operating activities | 20 | (270,113) | 595,304 |
| Cash flows from financing activities | 21 | (4,899) | (4,900) |
| Cash flows from investing activities | 22 | (137,966) | (776,912) |
| Change in cash and cash equivalents in the reporting period | | <u>(412,978)</u> | <u>(186,508)</u> |
| Cash and cash equivalents at 1 September 2022 | | 1,317,477 | 1,503,985 |
| Cash and cash equivalents at 31 August 2023 | 23 | <u>904,499</u> | <u>1,317,477</u> |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

1 Accounting policies

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

Basis of Preparation

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006. The financial statements are prepared in sterling which is the functional currency of the Academy Trust and are rounded to the nearest £1.

Going Concern

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

Income

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

- 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.

- Grants

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

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

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

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

Income (continued)

- 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'.

Expenditure

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

- Charitable Activities

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

All resources expended are inclusive of irrecoverable VAT.

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

Tangible Fixed Assets

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

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

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

| | |
|------------------------------|---|
| Leasehold Land and Buildings | 2% straight line on buildings; not provided on land |
| Leasehold Improvements | 2% straight line |
| Furniture and Equipment | 10% straight line |
| Computer Equipment | 25% straight line |
| Motor Vehicles | 25% straight line |

No depreciation has been provided on long leasehold land as it is similar to freehold land, which does not require depreciation.

Where the Academy Trust can identify the value of major components of freehold or leasehold buildings based upon additions following conversion to academy status, the Academy Trust reviews whether one or more such components have significantly different patterns of consumption of economic benefits. In such cases, the Academy Trust allocates the cost of the asset to its major components and depreciates each component separately over its useful life.

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

Liabilities

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

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

Provisions

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

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

Leased Assets

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

Current asset investments

Current asset investments comprise fixed term bank deposits. These investments are classified as a basic financial instrument and are measured at amortised cost.

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

Cash at bank is classified as a basic financial instrument and is measured at face value. An investment is treated as a cash equivalent when it has a short maturity of three months or less from the date of acquisition.

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.

Taxation

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

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

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

Pensions Benefits

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

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. TPS is an unfunded 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 recognised in the period to which they relate.

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

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

Fund Accounting

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

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

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

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The assumptions used are disclosed in note 26.

Critical areas of judgement

There are no other critical areas of judgement.

2 Donations and capital grants

| | Unrestricted funds £ | Restricted funds £ | 2022/23 Total £ | 2021/22 Total £ |
|-------------------|----------------------------|--------------------------|-----------------------|-----------------------|
| Capital grants | - | 58,464 | 58,464 | 20,149 |
| Other donations | 4,861 | - | 4,861 | 927 |
| | <u>4,861</u> | <u>58,464</u> | <u>63,325</u> | <u>21,076</u> |
| <i>Total 2022</i> | <i>927</i> | <i>20,149</i> | <i>21,076</i> | |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

3 Funding for the Academy Trust's educational operations

| | Unrestricted funds £ | Restricted funds £ | 2022/23 Total £ | 2021/22 Total £ |
|--|----------------------------|--------------------------|-----------------------|-----------------------|
| DfE / ESFA grants | | | | |
| General Annual Grant (GAG) | - | 5,438,954 | 5,438,954 | 5,345,789 |
| Pupil Premium | - | 196,788 | 196,788 | 180,568 |
| Rates reclaim | - | 25,600 | 25,600 | 27,733 |
| Other DfE grants | - | 316,170 | 316,170 | 36,092 |
| | - | 5,977,512 | 5,977,512 | 5,590,182 |
| Other government grants | | | | |
| Local authority grants | - | 247,291 | 247,291 | 225,726 |
| Other government grants | - | 5,525 | 5,525 | 15,635 |
| | - | 252,816 | 252,816 | 241,361 |
| Other income from the Academy Trust's educational operations | | | | |
| Trip income | - | 265,872 | 265,872 | 27,491 |
| Other income | - | 22,313 | 22,313 | 94,457 |
| | - | 288,185 | 288,185 | 121,948 |
| | - | 6,518,513 | 6,518,513 | 5,953,491 |
| <i>Total 2022</i> | - | 5,953,491 | 5,953,491 | |

4 Other trading activities

| | Unrestricted funds £ | Restricted funds £ | 2022/23 Total £ | 2021/22 Total £ |
|-----------------------------|----------------------------|--------------------------|-----------------------|-----------------------|
| Hire of facilities | 62,716 | - | 62,716 | 59,569 |
| Sales of goods and services | 805 | - | 805 | 1,461 |
| Music services | 12,794 | - | 12,794 | 15,846 |
| | 76,315 | - | 76,315 | 76,876 |
| <i>Total 2022</i> | 76,876 | - | 76,876 | |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

5 Investment income

| | Unrestricted funds £ | Restricted funds £ | 2022/23 Total £ | 2021/22 Total £ |
|---------------------|----------------------------|--------------------------|-----------------------|-----------------------|
| Short term deposits | 1,061 | - | 1,061 | 175 |
| <i>Total 2022</i> | <i>175</i> | <i>-</i> | <i>175</i> | |

6 Expenditure

| | Staff costs £ | Non Pay Expenditure | | Total 2022/23 £ | Total 2021/22 £ |
|-----------------------------------|------------------|---------------------|------------------|-----------------------|-----------------------|
| | | Premises £ | Other £ | | |
| Academy's educational operations: | | | | | |
| Direct costs | 4,737,851 | - | 926,739 | 5,664,590 | 5,001,481 |
| Allocated support costs | 677,488 | 455,986 | 392,129 | 1,525,603 | 1,630,138 |
| | <u>5,415,339</u> | <u>455,986</u> | <u>1,318,868</u> | <u>7,190,193</u> | <u>6,631,619</u> |
| <i>Total 2022</i> | <i>5,291,213</i> | <i>384,411</i> | <i>955,995</i> | <i>6,631,619</i> | |

Net income/(expenditure) for the period includes:

| | 2022/23 £ | 2021/22 £ |
|---|--------------|--------------|
| Operating lease rentals | 6,240 | 7,868 |
| Depreciation | 222,354 | 219,580 |
| (Gain)/loss on disposal of fixed assets | 44,000 | 3,391 |
| Fees payable to auditor for: | | |
| Audit | 9,780 | 8,875 |
| Other services | 9,485 | 6,505 |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

7 Charitable activities

| | 2022/23 | 2021/22 |
|--|------------------|------------------|
| | Total | Total |
| | £ | £ |
| Direct costs – educational operations | 5,664,590 | 5,001,481 |
| Support costs – educational operations | 1,525,603 | 1,630,138 |
| | <u>7,190,193</u> | <u>6,631,619</u> |

Analysis of support costs:

| | Educational operations | 2022/23 | 2021/22 |
|---------------------|---------------------------|------------------|------------------|
| | | Total | Total |
| | £ | £ | £ |
| Support staff costs | 677,488 | 677,488 | 916,456 |
| Technology costs | 71,837 | 71,837 | 78,327 |
| Premises costs | 455,986 | 455,986 | 384,411 |
| Other support costs | 302,953 | 302,953 | 231,906 |
| Governance costs | 17,339 | 17,339 | 19,038 |
| Total support costs | <u>1,525,603</u> | <u>1,525,603</u> | <u>1,630,138</u> |
| <i>Total 2022</i> | | <u>1,630,138</u> | <u>1,630,138</u> |

Premises costs includes £nil (2022: £5,778) in respect of expenditure on capital projects, which were funded by capital grants from the ESFA.

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

8 Staff

a) Staff costs

Staff costs during the period were:

| | 2022/23 | 2021/22 |
|---------------------------|------------------|------------------|
| | £ | £ |
| Wages and salaries | 4,061,267 | 3,739,720 |
| Social security costs | 371,209 | 356,781 |
| Pension costs | 928,641 | 1,143,303 |
| | <u>5,361,117</u> | <u>5,239,804</u> |
| Agency staff costs | 54,222 | 45,169 |
| Staff restructuring costs | - | 6,240 |
| | <u>5,415,339</u> | <u>5,291,213</u> |

Staff restructuring costs comprise:

| | | |
|--------------------|----------|--------------|
| Severance payments | - | 6,240 |
| | <u>-</u> | <u>6,240</u> |

b) Staff numbers

The average number of persons employed by the Academy Trust during the year was as follows:

| | 2022/23 | 2021/22 |
|----------------------------|------------|------------|
| | No. | No. |
| Teachers | 63 | 62 |
| Administration and support | 81 | 65 |
| Management | 7 | 8 |
| | <u>151</u> | <u>135</u> |

c) Higher paid staff

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

| | 2022/23 | 2021/22 |
|---------------------|---------|---------|
| | No. | No. |
| £60,001 - £70,000 | 2 | 3 |
| £70,001 - £80,000 | 1 | - |
| £90,001 - £100,000 | - | 1 |
| £100,001 - £110,000 | 1 | - |

d) 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 £567,368 (2022: £628,168).

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

9 Related Party Transactions – Trustees’ remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from employment with the Academy Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

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

| | | 2022/23 | 2021/22 |
|-----------------|---------------------------------------|---------|---------|
| | | £000 | £000 |
| K Marshall | Remuneration | 105-110 | 95-100 |
| (Staff trustee) | Employer’s pension contributions paid | 25-30 | 20-25 |

During the period ended 31 August 2023, no Trustees received any reimbursement of expenses (2022: none).

10 Trustees' and officers' insurance

In accordance with normal commercial practice, the academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5m on any one claim and the cost for the period ended 31 August 2023 was £182 (2022: £182). The cost of this insurance is included in the total insurance cost.

11 Tangible fixed assets

| | Leasehold Land and Buildings £ | Leasehold Improve- ments £ | Furniture and Equipment £ | Computer Equipment £ | Motor Vehicles £ | Total £ |
|---------------------|---|-------------------------------------|------------------------------------|----------------------------|------------------------|------------|
| Cost | | | | | | |
| At 1 September 2022 | 8,947,466 | 1,026,013 | 491,887 | 388,747 | 58,325 | 10,912,438 |
| Acquisitions | - | 92,040 | 1,295 | 19,156 | - | 112,491 |
| Disposals | - | (56,411) | - | - | - | (56,411) |
| At 31 August 2023 | 8,947,466 | 1,061,642 | 493,182 | 407,903 | 58,325 | 10,968,518 |
| Depreciation | | | | | | |
| At 1 September 2022 | 1,563,889 | 32,320 | 368,249 | 298,726 | 56,071 | 2,319,255 |
| Charged in year | 119,120 | 20,520 | 42,700 | 37,760 | 2,254 | 222,354 |
| Disposals | - | (12,411) | - | - | - | (12,411) |
| At 31 August 2023 | 1,683,009 | 40,429 | 410,949 | 336,486 | 58,325 | 2,529,198 |
| Net book values | | | | | | |
| At 31 August 2022 | 7,383,577 | 993,693 | 123,638 | 90,021 | 2,254 | 8,593,183 |
| At 31 August 2023 | 7,264,457 | 1,021,213 | 82,233 | 71,417 | - | 8,439,320 |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

12 Debtors

| | 2022/23 | 2021/22 |
|--------------------------------|----------------|----------------|
| | £ | £ |
| Trade debtors | 6,809 | 3,164 |
| VAT recoverable | 45,200 | 36,563 |
| Other debtors | 5,193 | 321 |
| Prepayments and accrued income | 201,623 | 263,808 |
| | <u>258,825</u> | <u>303,856</u> |

13 Current asset investments

| | 2022/23 | 2021/22 |
|---------------|---------------|----------|
| | £ | £ |
| Bank deposits | <u>85,000</u> | <u>-</u> |

14 Creditors: amounts falling due within one year

| | 2022/23 | 2021/22 |
|---|----------------|----------------|
| | £ | £ |
| Trade creditors | 179,388 | 260,429 |
| Loans falling due within one year | 4,900 | 4,899 |
| Other creditors falling due within one year | 27,825 | 25,447 |
| Accruals and deferred income | 108,634 | 112,965 |
| | <u>320,747</u> | <u>403,740</u> |

| | 2022/23 | 2021/22 |
|-------------------------------------|---------------|---------------|
| | £ | £ |
| Deferred income at 1 September 2022 | 30,911 | 19,734 |
| Released from previous years | (30,911) | (19,734) |
| Resources deferred in the year | 27,444 | 30,911 |
| Deferred income at 31 August 2023 | <u>27,444</u> | <u>30,911</u> |

At the balance sheet date the academy trust was holding funds received in advance in respect of funds raised for clubs, and grants awarded which relate to the forthcoming year.

Loans comprise interest free Salix energy efficiency loans which are repayable in instalments.

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

15 Creditors: amounts falling due in greater than one year

| | 2022/23 £ | 2021/22 £ |
|--|--------------|--------------|
| Loans falling due in greater than one year | 17,244 | 22,144 |

Loans comprise interest free Salix energy efficiency loans which are repayable in instalments. Included within this amount is £nil (2021: £nil) which is not wholly repayable within five years.

16 Funds

| | Balance at 1 September 2022 £ | Income £ | Expenditure £ | Transfers £ | Gains and losses £ | Balance at 31 August 2023 £ |
|------------------------------|--|-------------|------------------|----------------|--------------------------|--------------------------------------|
| Restricted general funds | | | | | | |
| General Annual Grant (GAG) | 145,881 | 5,438,954 | (5,737,358) | 152,523 | - | - |
| Pupil premium | - | 196,788 | (196,788) | - | - | - |
| Rates reclaim | - | 25,600 | (25,600) | - | - | - |
| Other DfE grants | 24,625 | 316,170 | (324,415) | - | - | 16,380 |
| Local authority grants | - | 247,291 | (247,291) | - | - | - |
| Other government grants | - | 5,525 | (5,525) | - | - | - |
| Catch-up premium | 14,316 | - | (14,316) | - | - | - |
| Gym | 36,247 | 17,987 | (9,120) | - | - | 45,114 |
| Other educational activities | - | 270,198 | (270,198) | - | - | - |
| | 221,069 | 6,518,513 | (6,830,611) | 152,523 | - | 61,494 |
| Pension reserve | (322,000) | - | (92,000) | - | 323,000 | (91,000) |
| | (100,931) | 6,518,513 | (6,922,611) | 152,523 | 323,000 | (29,506) |
| Restricted fixed asset funds | | | | | | |
| Fixed asset fund | 8,593,183 | - | (266,354) | 112,491 | - | 8,439,320 |
| ESFA capital grants (DFC) | 46,255 | 58,886 | - | (23,336) | - | 81,805 |
| ESFA capital grants (CIF) | 54,449 | (422) | - | (49,352) | - | 4,675 |
| | 8,693,887 | 58,464 | (266,354) | 39,803 | - | 8,525,800 |
| Total restricted funds | 8,592,956 | 6,576,977 | (7,188,965) | 192,326 | 323,000 | 8,496,294 |
| Total unrestricted funds | 873,676 | 82,237 | (1,228) | (192,326) | - | 762,359 |
| Total funds | 9,466,632 | 6,659,214 | (7,190,193) | - | 323,000 | 9,258,653 |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

16 Funds (continued)

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

General annual grant

This includes all funding received from the ESFA to carry out the objectives of the academy. It includes the school budget share; minimum funding guarantee; education services grant; insurance; rates; and pre-16 high needs funding streams.

Other DfE/ESFA grants

This is funding received from the ESFA for specific purposes.

Local authority grants

This is funding received from the local authority for specific purposes, for example Special Educational Needs funding.

Other educational activities

This includes all other educational income/expenditure.

Pension reserve

This represents the negative reserve in respect of the liability on the LGPS pension scheme which was transferred to the Academy Trust on conversion.

Fixed asset fund

The fund includes the value of the tangible fixed assets of the academy on conversion, and amounts transferred from GAG or other restricted funds specifically for expenditure on tangible fixed assets, and the annual charges for depreciation of these assets.

DfE/ESFA capital grants

This is funding received from the DfE/ESFA specifically for expenditure on capital improvements.

Transfers between funds

Transfers to the restricted fixed asset fund represent the cost of fixed asset additions which have been funded from restricted or unrestricted general funds.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023.

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

16 Funds (continued)

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

| | Balance at 1 September 2021 £ | Income £ | Expenditure £ | Transfers £ | Gains and losses £ | Balance at 31 August 2022 £ |
|------------------------------|--|-------------|------------------|----------------|--------------------------|--------------------------------------|
| Restricted general funds | | | | | | |
| General Annual Grant (GAG) | 260,351 | 5,345,789 | (5,331,848) | (128,411) | - | 145,881 |
| Pupil premium | 14,464 | 180,568 | (195,032) | - | - | - |
| Rates reclaim | - | 27,733 | (27,733) | - | - | - |
| Other DfE grants | - | 36,092 | (11,467) | - | - | 24,625 |
| Local authority grants | - | 225,726 | (225,726) | - | - | - |
| Other government grants | - | 15,635 | (15,635) | - | - | - |
| Catch-up premium | 48,867 | - | (34,551) | - | - | 14,316 |
| Gym | 23,505 | 21,862 | (9,120) | - | - | 36,247 |
| SEMH conversion | 6,150 | 53,018 | (59,168) | - | - | - |
| Other educational activities | - | 47,068 | (47,068) | - | - | - |
| | 353,337 | 5,953,491 | (5,957,348) | (128,411) | - | 221,069 |
| Pension reserve | (2,681,000) | - | (399,000) | - | 2,758,000 | (322,000) |
| | (2,327,663) | 5,953,491 | (6,356,348) | (128,411) | 2,758,000 | (100,931) |
| Restricted fixed asset funds | | | | | | |
| Fixed asset fund | 8,018,918 | - | (222,971) | 797,236 | - | 8,593,183 |
| ESFA capital grants (DFC) | 43,843 | 20,149 | (5,778) | (11,959) | - | 46,255 |
| ESFA capital grants (CIF) | 711,315 | - | - | (656,866) | - | 54,449 |
| | 8,774,076 | 20,149 | (228,749) | 128,411 | - | 8,693,887 |
| Total restricted funds | 6,446,413 | 5,973,640 | (6,585,097) | - | 2,758,000 | 8,592,956 |
| Total unrestricted funds | 842,220 | 77,978 | (46,522) | - | - | 873,676 |
| Total funds | 7,288,633 | 6,051,618 | (6,631,619) | - | 2,758,000 | 9,466,632 |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

17 Analysis of net assets between funds

| | Un-restricted funds | Restricted general funds | Restricted pension funds | Restricted fixed asset funds | Total funds |
|--------------------------|---------------------|--------------------------|--------------------------|------------------------------|-------------|
| | £ | £ | £ | £ | £ |
| Tangible fixed assets | - | - | - | 8,439,320 | 8,439,320 |
| Current assets | 762,359 | 399,485 | - | 86,480 | 1,248,324 |
| Current liabilities | - | (320,747) | - | - | (320,747) |
| Non-current liabilities | - | (17,244) | - | - | (17,244) |
| Pension scheme liability | - | - | (91,000) | - | (91,000) |
| Total net assets | 762,359 | 61,494 | (91,000) | 8,525,800 | 9,258,653 |

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

| | Un-restricted funds | Restricted general funds | Restricted pension funds | Restricted fixed asset funds | Total funds |
|--------------------------|---------------------|--------------------------|--------------------------|------------------------------|-------------|
| | £ | £ | £ | £ | £ |
| Tangible fixed assets | - | - | - | 8,593,183 | 8,593,183 |
| Current assets | 873,676 | 646,953 | - | 100,704 | 1,621,333 |
| Current liabilities | - | (403,740) | - | - | (403,740) |
| Non-current liabilities | - | (22,144) | - | - | (22,144) |
| Pension scheme liability | - | - | (322,000) | - | (322,000) |
| Total net assets | 873,676 | 221,069 | (322,000) | 8,693,887 | 9,466,632 |

18 Capital commitments

| | 2022/23 | 2021/22 |
|--|---------|---------|
| | £ | £ |
| Contracted for, but not provided in the financial statements | 4,675 | 33,062 |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

19 Long-term commitments, including operating leases

Operating leases

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

| | 2022/23 | 2021/22 |
|--|---------------|--------------|
| | £ | £ |
| Amounts due within one year | 6,486 | 1,152 |
| Amounts due between one and five years | 7,571 | 92 |
| | <u>14,057</u> | <u>1,244</u> |

20 Reconciliation of net income/(expenditure) to net cash flow from operating activities

| | 2022/23 | 2021/22 |
|--|------------------|----------------|
| | £ | £ |
| Net expenditure for the reporting period | (530,979) | (580,001) |
| Adjusted for: | | |
| Depreciation | 222,354 | 219,580 |
| (Gain)/loss on disposal of fixed assets | 44,000 | 3,391 |
| Capital grants from DfE and other capital income | (58,464) | (20,149) |
| Interest receivable | (1,061) | (175) |
| Defined benefit pension scheme cost less contributions payable | 77,000 | 355,000 |
| Defined benefit pension scheme finance cost | 15,000 | 44,000 |
| Decrease in debtors | 45,031 | 774,598 |
| Decrease in creditors | (82,994) | (200,940) |
| Net cash (used in) / provided by Operating Activities | <u>(270,113)</u> | <u>595,304</u> |

21 Cash flows from financing activities

| | 2022/23 | 2021/22 |
|---------------------------------------|----------------|----------------|
| | £ | £ |
| Repayments of borrowing | (4,899) | (4,900) |
| Net cash used in financing activities | <u>(4,899)</u> | <u>(4,900)</u> |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

22 Cash flows from investing activities

| | 2022/23 | 2021/22 |
|--|------------------|------------------|
| | £ | £ |
| Dividends, interest and rents from investments | 1,061 | 175 |
| (Increase) / decrease in current asset investments | (85,000) | - |
| Purchase of tangible fixed assets | (112,491) | (797,236) |
| Capital grants from DfE Group | 58,464 | 20,149 |
| Net cash used in investing activities | <u>(137,966)</u> | <u>(776,912)</u> |

23 Analysis of cash and cash equivalents

| | 2022/23 | 2021/22 |
|--------------------------|----------------|------------------|
| | £ | £ |
| Cash at bank and in hand | <u>904,499</u> | <u>1,317,477</u> |

24 Analysis of changes in net debt

| | At 1 September 2022 | Cash flows | Acquisition/ disposal of subsidiaries | New finance leases | Other non-cash changes | At 31 August 2023 |
|---|---------------------------|------------------|---|--------------------------|------------------------------|-------------------------|
| | £ | £ | £ | £ | £ | £ |
| Cash | 1,317,477 | (412,978) | - | - | - | 904,499 |
| Loans falling due within one year | (4,899) | (1) | - | - | - | (4,900) |
| Loans falling due after more than one year | (22,144) | 4,900 | - | - | - | (17,244) |
| Total | <u>1,290,434</u> | <u>(408,079)</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>882,355</u> |

25 Member liability

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

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

26 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 Hampshire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2022.

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

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every four years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors.

The 31 March 2016 TPS actuarial valuation results were implemented from 1 September 2019. The key elements of the valuation and subsequent consultation were:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The latest actuarial TPS valuation results, as at 31 March 2020, were released in October 2023. The revised employer contribution rate, arising from this valuation, is due to be implemented from 1 April 2024.

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

26 Pension and similar obligations (continued)

The employer's pension costs paid to TPS in the period amounted to £640,705 (2022: £592,634).

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 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 pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was as follows:

| | 2023 | 2022 |
|--------------------------|----------------|----------------|
| | £ | £ |
| Employer's contributions | 208,000 | 185,000 |
| Employees' contributions | 67,000 | 58,000 |
| | <u>275,000</u> | <u>243,000</u> |

The agreed contribution rates for future years are 17.9% 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 an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Principal actuarial assumptions

| | 2023 | 2022 |
|--|--------------|--------------|
| Rate of increase in salaries | 4.0% | 3.7% |
| Rate of increase for pensions in payment/inflation | 3.0% | 2.7% |
| Discount rate for scheme liabilities | 5.2% | 4.1% |
| Inflation assumption (CPI) | 3.0% | 2.7% |
| Commutation of pensions to lump sums | <u>70.0%</u> | <u>70.0%</u> |

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

| | 2023 | 2022 |
|-----------------------------|-------------|-------------|
| <i>Retiring today</i> | | |
| Males | 22.1 | 22.9 |
| Females | <u>24.7</u> | <u>25.4</u> |
| <i>Retiring in 20 years</i> | | |
| Males | 22.6 | 24.7 |
| Females | <u>25.7</u> | <u>27.1</u> |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

26 Pension and similar obligations (continued)

Sensitivity analysis

| | Increase/(reduction) in defined benefit obligation | |
|--|---|-----------|
| | 2023 | 2022 |
| | £ | £ |
| Discount rate +0.1% | (89,000) | (106,000) |
| Discount rate -0.1% | 89,000 | 106,000 |
| Mortality assumption – 1 year increase | 174,000 | 119,000 |
| Mortality assumption – 1 year decrease | (174,000) | (119,000) |
| CPI rate +0.1% | 86,000 | 97,000 |
| CPI rate -0.1% | (86,000) | (93,000) |

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

| | 2023 | 2022 |
|------------------------------|-----------|-----------|
| | £ | £ |
| Equities | 2,514,000 | 2,369,000 |
| Gilts | 1,364,000 | 622,000 |
| Property | 256,000 | 319,000 |
| Cash and other liquid assets | 128,000 | 37,000 |
| Other | (1,000) | 745,000 |
| Total market value of assets | 4,261,000 | 4,092,000 |

The actual return on scheme assets was a gain of £2,000 (2022: a loss of £269,000).

Amount recognised in the Statement of Financial Activities

| | 2022/23 | 2021/22 |
|-------------------------------------|-----------|----------|
| | £ | £ |
| Current service cost | 285,000 | 540,000 |
| Interest income | (171,000) | (73,000) |
| Interest cost | 186,000 | 117,000 |
| Total amount recognised in the SOFA | 300,000 | 584,000 |

Noadswood School

Notes to the Financial Statements for the Year Ended 31 August 2023

26 Pension and similar obligations (continued)

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

| | 2022/23 | 2021/22 |
|------------------------|------------------|------------------|
| | £ | £ |
| At 1 September | 4,414,000 | 6,862,000 |
| Current service cost | 285,000 | 540,000 |
| Interest cost | 186,000 | 117,000 |
| Employee contributions | 67,000 | 58,000 |
| Actuarial gain | (492,000) | (3,100,000) |
| Benefits paid | (108,000) | (63,000) |
| At 31 August | <u>4,352,000</u> | <u>4,414,000</u> |

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

| | 2022/23 | 2021/22 |
|------------------------|------------------|------------------|
| | £ | £ |
| At 1 September | 4,092,000 | 4,181,000 |
| Interest income | 171,000 | 73,000 |
| Actuarial loss | (169,000) | (342,000) |
| Employer contributions | 208,000 | 185,000 |
| Employee contributions | 67,000 | 58,000 |
| Benefits paid | (108,000) | (63,000) |
| At 31 August | <u>4,261,000</u> | <u>4,092,000</u> |

27 Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Trustees have an interest. The following related party transactions took place in the financial period:

Expenditure Related Party Transactions:

Greenwood School – K Marshall (Accounting Officer) is a governor:

- The Academy Trust purchased services from Greenwood School totalling £58,107 (2022: £62,516) during the period. There were no amounts outstanding at 31 August 2023 (2022: £44,816).
- The Academy Trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which K Marshall neither participated in, nor influenced.
- In entering into the transaction the Academy Trust has complied with the requirements of the Academy Trust Handbook 2022.
- The element above £2,500 has been provided 'at no more than cost' and Greenwood School has provided a statement of assurance confirming this.



Issuer HWB Chartered Accountants

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Parties involved with this document

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| Sun, 10th Dec 2023 18:26:32 UTC | Alison Munden - Signer (6f31b2cf9397b01cb33a7d37bb8e1dd4) |
| Tue, 12th Dec 2023 11:49:44 UTC | Kathryn Marshall - Signer (3cfc7e48e5e2e8acee48a16569b59ee0) |
| Tue, 12th Dec 2023 12:14:31 UTC | Gary Brown - Signer (d469bd7649eec62d282137b3595ab81b) |
| Tue, 12th Dec 2023 12:14:31 UTC | Alan Davies - Copied In (bef0f7e33cd27bacabe1adc542614649) |
| Tue, 12th Dec 2023 12:14:31 UTC | Gemma Wood - Copied In (808a364446f443cf4ae396116e38024a) |

Audit history log

| Date | Action |
|---------------------------------|--|
| Tue, 12th Dec 2023 12:14:32 UTC | Document emailed to Alan.Davies@hwb-accountants.com (13.41.191.119) |
| Tue, 12th Dec 2023 12:14:32 UTC | Document emailed to gemma.wood@hwb-accountants.com (13.40.50.214) |
| Tue, 12th Dec 2023 12:14:32 UTC | Gary Brown viewed the envelope (172.187.251.198) |
| Tue, 12th Dec 2023 12:14:31 UTC | This envelope has been signed by all parties (172.187.251.198) |
| Tue, 12th Dec 2023 12:14:31 UTC | Sent the envelope to Gemma Wood (gemma.wood@hwb-accountants.com) for signing (172.187.251.198) |
| Tue, 12th Dec 2023 12:14:31 UTC | Sent the envelope to Alan Davies (Alan.Davies@hwb-accountants.com) for signing (172.187.251.198) |
| Tue, 12th Dec 2023 12:14:31 UTC | Gary Brown signed the envelope (172.187.251.198) |
| Tue, 12th Dec 2023 12:13:22 UTC | Gary Brown viewed the envelope (172.187.251.198) |
| Tue, 12th Dec 2023 11:51:01 UTC | Kathryn Marshall opened the document email. (149.71.110.17) |
| Tue, 12th Dec 2023 11:49:44 UTC | Kathryn Marshall viewed the envelope (149.71.110.17) |
| Tue, 12th Dec 2023 11:49:44 UTC | Document emailed to Gary.Brown@hwb-accountants.com (13.41.226.133) |
| Tue, 12th Dec 2023 11:49:44 UTC | Sent the envelope to Gary Brown (Gary.Brown@hwb-accountants.com) for signing (149.71.110.17) |
| Tue, 12th Dec 2023 11:49:44 UTC | Kathryn Marshall signed the envelope (149.71.110.17) |
| Tue, 12th Dec 2023 11:47:02 UTC | Kathryn Marshall viewed the envelope (149.71.110.17) |

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| Sun, 10th Dec 2023 18:30:22 UTC | Kathryn Marshall opened the document email. (95.144.47.86) |
| Sun, 10th Dec 2023 18:30:22 UTC | Kathryn Marshall opened the document email. (95.144.47.86) |
| Sun, 10th Dec 2023 18:26:33 UTC | Alison Munden viewed the envelope (148.252.133.121) |
| Sun, 10th Dec 2023 18:26:33 UTC | Document emailed to kmarshall@noadswood.hants.sch.uk (35.178.199.134) |
| Sun, 10th Dec 2023 18:26:33 UTC | Sent the envelope to Kathryn Marshall (kmarshall@noadswood.hants.sch.uk) for signing (148.252.133.121) |
| Sun, 10th Dec 2023 18:26:32 UTC | Alison Munden signed the envelope (148.252.133.121) |
| Sun, 10th Dec 2023 18:25:43 UTC | Alison Munden viewed the envelope (148.252.133.121) |
| Sun, 10th Dec 2023 18:24:57 UTC | Alison Munden opened the document email. (148.252.133.121) |
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| Fri, 8th Dec 2023 15:07:32 UTC | Alison Munden opened the document email. (148.252.140.141) |
| Fri, 8th Dec 2023 15:07:31 UTC | Alison Munden opened the document email. (148.252.140.141) |
| Fri, 8th Dec 2023 14:43:38 UTC | Document emailed to amunden@noadswood.hants.sch.uk (3.8.135.204) |
| Fri, 8th Dec 2023 14:43:38 UTC | Sent the envelope to Alison Munden (amunden@noadswood.hants.sch.uk) for signing (172.187.181.10) |
| Fri, 8th Dec 2023 14:42:11 UTC | Automatic reminders for this envelope have been set to occur every 7 days (172.187.181.10) |
| Fri, 8th Dec 2023 14:41:52 UTC | Gemma Wood has been assigned to this envelope (172.187.181.10) |
| Fri, 8th Dec 2023 14:41:52 UTC | Alan Davies has been assigned to this envelope (172.187.181.10) |
| Fri, 8th Dec 2023 14:41:52 UTC | Gary Brown has been assigned to this envelope (172.187.181.10) |
| Fri, 8th Dec 2023 14:41:52 UTC | Kathryn Marshall has been assigned to this envelope (172.187.181.10) |
| Fri, 8th Dec 2023 14:41:52 UTC | Alison Munden has been assigned to this envelope (172.187.181.10) |
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| Fri, 8th Dec 2023 14:35:59 UTC | Document generated with fingerprint 8494e39bad411aedac190490d2cd16db (172.187.181.10) |
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