

ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Chair of Trustees - ex officio The Brentwood Diocesan Trust The Right Reverend A Williams
Trustees	Mrs L Bonomo-Jackson, Chair of Trustees from 1 September 2025 Mr D Brunwin Mrs A Stockdale (appointed 1 September 2025) Mrs S Anderton Mr J Pittock (resigned 31 August 2025) Dr A Yeung Ms V Phipps Fr D Clemens Mrs R Meichen (resigned 31 August 2025) Mr C Anderson Mrs E McNally (resigned 31 August 2025) Mr J Coleman Mrs A Wilkinson (resigned 3 April 2025) Mr K Cornwell Mr R Rees Mrs EL Head Mrs C Veitch Mrs N Hall (appointed 1 September 2024)
Company registered number	07696148
Company name	St. Thomas More Catholic Primary School
Principal and registered office	South Road Saffron Walden Essex CB11 3DW
Company Secretary	Mrs A Davies up to 31/08/25 Ms A Sloan from 01/09/25
Accounting Officer	Mrs E McNally up to 31/08/24 Mrs A Stockdale from 01/09/25
Senior Leadership Team	Mrs E McNally, Head Teacher 01/09/24 - 31/08/25 Mrs N Hall, Deputy Head Teacher Mrs R Meichen, Premises Manager
Independent Auditors	Price Bailey LLP Chartered Accountants Statutory Auditors Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT

ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their Annual Report together with the financial statements and Auditor's Report of St. Thomas More Catholic Primary School (the Trust, the Academy, or the Charitable Company) for the year ended 31 August 2025. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The Trust operates a School for pupils aged 4 to 11 serving a catchment area in Essex. It has a pupil capacity of 210 and had a roll of 206 in the 2025 school census.

Structure, Governance and Management

The Academy is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are its primary governing documents. The Trustees of The Charitable Company are also the Directors for the purposes of company law. The terms Trustee, Director and Governor are interchangeable. The Charitable Company is known as St. Thomas More Catholic Primary School, Saffron Walden (the School).

Details of the Trustees who served during the year are included in the Reference and Administrative Details section.

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 and Officers' Indemnities

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £5,000,000 on any one claim.

Method of Recruitment and Appointment or Election of Trustees

The arrangements are as set out in the Articles and Funding Agreement.

Trustees are appointed for a fixed term. The Head Teacher is an ex officio member of the Governing Body. Parent Trustees and the Staff Trustees are elected to office or appointed if there are insufficient candidates offering themselves for election. The Articles of Association make provision for 18 Trustees (10 Foundation Governors, 4 Parent Governors, 2 Staff Governors, 1 other plus the Head Teacher) under article 46.

Policies and Procedures Adopted for the Induction and Training of Trustees

The Charitable Company is committed to providing adequate opportunities for Trustees to undertake and receive suitable training so as to enable them to perform their role effectively. To this end the Trust provides an internal programme of continued professional development led by School staff and links with a number of local training providers.

All new Trustees are entitled to an induction to the role, according to their need, which may include, introductory sessions, mentoring and formal courses. This process will involve a meeting with the Chair of Trustees and Head Teacher or Deputy Head Teacher. All Trustees are provided with a handbook plus copies of policies and procedures and documents that are appropriate to the role they undertake as Trustees with particular emphasis on the committee work that they will undertake.

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

Organisational Structure

The governance of the Academy is defined in the Memorandum and Articles of Association together with the Funding Agreement with the Department of Education.

The Board of Trustees, which meets on at least 4 occasions per year and each individual committee at least 3 times per year, is responsible for the strategic direction of the Academy. The Board reviews progress towards educational objectives and results; approves major expenditure requests; sets the budget for the following year; sets the organisational staffing structure; agrees the performance objectives of the Head Teacher with the School Improvement Partner and reviews them.

The Head Teacher is the designated Accounting Officer and has overall responsibility for the day to day financial management of the Charitable Company. The Head Teacher has delegated responsibility for low values of expenditure to specific budget holders who are responsible for managing their own departments within their allocated budgets. A system of financial controls is in place to manage this process.

The Head Teacher manages the Academy on a daily basis supported by a Senior Leadership Team (SLT). The SLT meets frequently to discuss emerging matters and to help to develop strategies for future development to be put to the Head Teacher and the Board of Trustees as required for approval. Each member of the SLT has specific responsibilities to assist the Head Teacher to manage certain aspects of the Academy.

Arrangements for Setting Pay and Remuneration of Key Management Personnel

Key management personnel include Academy Trustees and those staff to whom the Trustees have delegated significant authority and responsibility in the day-to-day running of the Trust.

Pay and remuneration of key management personnel is decided by a variety of contributory factors, such as the school group size, Individual Salary Range (ISR), the pay scales for each role and the level of experience of each staff member. In addition, pay levels may be affected by nationally agreed pay awards, the ability to recruit and retain in post, all of which are in accordance with the Trust's appointment and pay policies.

All amendments to key management's pay and remuneration are delegated to and approved by the appropriate sub-committee and reviewed by the Board of Trustees.

Trade union facility time

There is no trade union facility time to report (2024: none).

Related parties and other connected charities and organisations

Owing to the nature of the Trust's operations and the composition of the Board of Trustees being drawn from local public and private sector organisations, it is inevitable that from time to time transactions will take place with organisations in which members of the Board may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procedures. Any transaction where the Trustee may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle described in the Academy Trust Handbook.

The Trust cooperated with the following organisations during the academic year in pursuit of its charitable activities:

- Saffron Academy Trust
- Uttlesford District Council
- St Thomas More School PSA
- Essex Education Services (EES)
- The Brentwood Roman Catholic Diocesan Trust

The Trust does not have a formal sponsor.

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

Objectives and Activities

Objects and Aims

The principal object and aim of the Charitable Company is the operation of the School to provide free education and care for pupils of different abilities between the ages of 4 and 11.

Objectives, Strategies and Activities

The School will work on continuing to keep its excellent results high by giving a high priority to supporting those who find learning difficult and also the quicker learners. This requires additional teaching resources, which we have always striven to fund. We will continue to target reading and writing as a topic for improvement as these are areas of difficulty highlighted nationally. We will continue to improve our staff with both training and monitoring. We will support the teaching staff with close Trustee involvement and continue to improve Trustee skills with training and regular visits. We will continue to make St. Thomas More Catholic Primary School a safe and supportive environment for the children – one in which they enjoy their learning.

During the year the School has worked towards these aims by:

- staff and Trustee training;
- safeguarding awareness and training;
- inspirational leadership and values;
- autism training for all relevant staff.

Our success in fulfilling our aims can be measured by previous:

- SATS results;
- DfE GLD;
- KS1 assessments;
- phonics screen;
- involvement and feedback from parents;
- the happiness, attendance and behaviour of children; and
- good Ofsted inspection report 2023.

Public Benefit

The Trustees believe that by working towards the objects and aims of the School as detailed above, they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

Strategic Report

Achievements and Performance

The Trust continued its mission to ensure that students achieved their potential in public examinations; encouraged a wide range of extra-curricular activities; developed and retained suitable staff and guided students in suitable progression when they left the School.

Specific achievements were as follows:

- Consistently higher than national figures for EYFS GLD (21/22 year 85.3%, 22/23 year 73.3%, 23/24 year 82.8% 24/25 83%)
- Phonics Screen- Yr1 93%, Yr2 retake 50%
- 87% of children achieving Maths standard at KS1
- 87% achieving Reading standard at KS1
- 94% achieving Maths standard at KS2
- 97% achieving Spelling, Punctuation and grammar standard at KS2
- 97% achieving Reading standard at KS2
- 94% of children achieving the standard in Reading, Writing and Maths at KS2 against 62% nationally.

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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

Key Performance Indicators

The Trustees receive regular information at each committee meeting to enable them to monitor the performance of the School compared to aims, strategies and financial budgets.

As funding is based on pupil numbers this is a key performance indicator. Pupil numbers for 2025 October census were 208 against a forecast of 210.

Another key financial performance indicator is staffing costs as a percentage of total income, for 2024/2025 this was 80%. The Board of Trustees is confident that staffing levels are closely monitored to agreed full time equivalent and staffing structures all approved by the Board.

The Resources Committee also monitor premises costs to General Annual Grant (GAG) income, capitation spend for curriculum departments to GAG income, total income less grants and cash flow on a regular basis to ensure that the budget is set and managed appropriately.

Going Concern

The Academy has net liabilities of £25,461 (2024: £37,673) as at 31 August 2025. The balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2025 was a deficit carry forward of £41,391 (2023: £71,837) caused mainly by overspends on operational costs. The Academy is implementing a series of cost saving measures to ensure that funds are replenished and is looking to raise additional income through fundraising however the Trustees recognise that the Academy is in a financially vulnerable position such that, should any large unexpected costs arise it may be necessary to request additional funding from the DfE, however there is no guarantee this funding would be granted.

The Academy derives the majority of its income from local and national Government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Academy can continue operating for a period of at least 12 months following the date of this Report. Overall therefore, with measures taken to reduce costs and increase income the Trustees believe that it is correct to adopt the going concern basis and that the Trust can continue for a further 12 months from the date these accounts are approved and signed. The financial statements do not contain any adjustments that would be required if the Trust were not able to continue as a going concern. Further details regarding the adoption of the going concern basis can be found in accounting policy 1.2.

Financial Review

The principal source of funding for the Trust is the GAG and other grants that it receives from the Education and Skills Funding Agency (DfE). For the year ended 31 August 2025 the Trust received £1,410,422 of GAG and other income (excluding capital grants and the donation in kind) (2024: £1,388,291). A high percentage of this income is spent on wages and salaries and support costs to deliver the Academy's primary objective of the provision of education. During the year the Trust spent £1,379,976 (2024: £1,432,671) on general running costs (excluding capital projects, pension and the donation in kind). The Academy brought forward from 23/24, deficit £71,837 restricted funds (excluding capital and pension) and £Nil unrestricted funding. The carry forward for 24/25 included deficit £41,391 restricted funding (excluding capital) and £Nil on unrestricted funding.

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Academy is recognising a pension fund valuation of £Nil (2024: £Nil).

Reserves Policy

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees monitor estimated year-end carry forward figures via the monthly reports from the Business Manager. The budget plan identifies how any carry forward will be allocated in the plan for the following academic year, including the identification of any funds earmarked for a specific project or purpose.

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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

The Academy's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £Nil (2024: £Nil).

The Academy's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2025 was a deficit of £41,391 (2024: deficit £71,837).

The cash balance of the Academy has been sufficient all year, ending the year with a balance of £16,649 (2024: £38,319). The Trustees monitor cash flow as part of the committee and attempt to hold a minimum of £37,500 to cover short term cash flow variances.

Investment Policy

Due to the pressure on school finances investing funds is not currently a key consideration for the Trustees.

Principal Risks and Uncertainties

The Trustees maintain a risk register identifying the major risks to which the Academy is exposed and identifying actions and procedures to mitigate those risks. A formal review of the risk register process is undertaken on an annual basis and the internal control systems and the exposure to said risks are monitored on behalf of the Trustees at each Committee meeting. The principal risks facing the Trust are outlined below; those facing the Academy at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the DfE, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- the Academy has considerable reliance on continued Government funding through the DfE and there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms;
- failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Academy's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks;
- reputational - the continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student progress and outcomes are closely monitored and reviewed;
- safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline;
- staffing - the success of the Academy is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning;
- fraud and mismanagement of funds - The Academy has appointed an Internal Auditor to carry out independent and external checks on financial systems and records as required by the Academy Trust Handbook. All finance staff receive training to keep up to date with financial practice requirements and develop their skills in this area;
- financial instruments – the Academy only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low;
- defined benefit pension liability – as the Government has agreed to meet the defined benefit pension liability of any school ceasing to exist the main risk to the Academy is an annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan;

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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

- funds - The Academy's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2025 was a deficit £41,391 leaving the Academy in a vulnerable financial position. Rising costs and un-funded staff pay increases pose a significant risk. Cash flows can be reliably forecast, monitored and reported; and
- estate management - the Trustees are mindful of the recommendations set out in the DfE Good Estates Management Guide as a tool to assess and mitigate risks associated with the management of the Academy's estate.

The Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

Fundraising

The Academy held several fundraising events during the year. The Trust also operates a voluntary levy known as 'The Governors Levy'. The Trust does not work with professional fundraisers or companies who carry out fundraising on its behalf. During the year no complaints or issues have arisen as a result of the fundraising events.

Plans for Future Periods

For the 2025/2026 year our immediate plans is for all staff to attend ADHD and Computing training to keep up to date with the latest requirements and knowledge in those areas. Also, this year our other main focus will be implementing the new Religious Education Directory. Children's mental health continues to be a high priority.

Funds Held as Custodian Trustee on Behalf of Others

No funds held.

Auditor

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 15 December 2025 and signed on its behalf by:

Mrs L Bonomo-Jackson
Chair of Trustees

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
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GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that St. Thomas More Catholic Primary 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 Head Teacher, 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 St. Thomas More Catholic Primary 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 4 times during the year. The Board of Trustees met fewer than six times during the year and is satisfied that through the use of sub-committees it maintains effective oversight of funds. Details of such sub-committees are noted below.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mrs L Bonomo-Jackson	2	4
Mr D Brunwin	4	4
Mrs C Veitch	4	4
Mrs E McNally	3	4
Mrs R Meichen	4	4
Mrs N Hall	4	4
Dr A Yeung	4	4
Ms V Phipps	4	4
Mrs S Anderton	3	4
Mr J Coleman	4	4
Fr D Clemens	2	4
Mrs A Wilkinson	1	3
Mrs EL Head	3	4
Mr J Pittock	4	4
Mr C Anderson	4	4
Mr K Cornwell	4	4
Mr R Rees	3	4

Review of year:

Both committees were well attended and reported in detail to the Full Board of Trustees. There were extra meetings for the Resources Committee to address the ongoing deficit. In September 2025 the trust appointed a head teacher who brings new ideas for the running of the school. We have also employed a new clerk starting September 2025, when David stepped down at the end of August 25 as Chair and a new Chair was appointed from 1st September. This has been gratefully received by the team and are looking forward to working together. In the school office there has been a restructure of responsibility with the current staffing where we no longer have a business manager and the role has been split in to two roles, Office Manager/PA and Finance Manager.

We have constantly worked hard to reduce the deficit by creating an in-year surplus by reducing unnecessary expenditure on purchases or subscriptions, and using current staffing to cover the gaps when necessary without outsourcing.

ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Our PSA department have run many successful events this year and they have been able to help purchase the new Chrome books for the Trust.

Conflicts of interest:

The Trust manages conflicts of interest through a robust procurement policy and by maintaining an up-to-date and complete register of interests. Relevant details from this register are shared across the organisation as appropriate. The Trust continues to collect enhanced data in relation to close family members of Members, Trustees and Key Management Personnel.

Governance reviews:

The Head Teacher and Chair of Trustees have met regularly throughout the year and this continues to happen especially with the change in Leadership and Chair of Governors since September 2025. Regular Trustee visits throughout this school year will occur and feedback will be given at Board meetings when necessary. Attendance at Board meetings and engagement with the school remains high. Going forward every summer term, the Board of Trustees will carry out a reflection and self-review process using the guidance from the Diocese.

The Resources Committee is a sub-committee of the main Board of Trustees. Its purpose is to ensure sound management of the Academy's finances (including proper planning, monitoring and probity), resources, recruitment, evaluation, pay and performance management of all staff.

During the year the following issues were dealt with by the Committee:

- Reduced capital projects.
- Reviews of monthly spending and meet termly to review any concerns.
- We arranged an urgent meeting in July to discuss staff restructuring.
- Plans for next year will be to reduce spending and look at subscriptions.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr D Brunwin	4	4
Mrs N Hall	3	4
Mr J Pittock	4	4
Mrs S Anderton	3	4
Mrs EL Head	1	4
Mr K Cornwell	3	4
Mr J Coleman	4	4
Mr C Anderson	4	4
Mr R Rees	3	4
Mrs E McNally	3	4

The Audit Committee is also a sub-committee of the main Board of Trustees. The Committee's purpose is to focus on the finances of the Academy, meet with the Auditors annually and feedback to the Resources Committee on the current and projected finances of the Academy.

During the year the following issues were dealt with by the Committee:

- Oversight of internal scrutiny;
- Liaison with external auditors;
- Updating and monitoring of the Risk Register; and
- Budget monitoring.

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr D Brunwin	3	3
Mrs E McNally	3	3
Mrs S Anderton	3	3
Mr J Coleman	3	3
Mrs EL Head	2	3

Review of value for money

As Accounting Officer, the Head Teacher has responsibility for ensuring that the Academy 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'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 has delivered improved value for money during the year by:

- Catering expenses have been reduced allowing us to maintain the cost to parents of a main meal.
- Achieved a reduction in staff costs.
- Reduced on subscriptions and resources without affecting our curriculum delivery.
- Maintained high standards for Year 6 SAT results and Early Years SAT Year 2.

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 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 St. Thomas More Catholic Primary School for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy 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 ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

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GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

The Academy's system of internal 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 Resources Purposes Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has decided to buy-in an internal audit service from Azets.

The Board of Trustees wanted to outsource this to get an independent professional service. The Board of Trustees used Azets last year and were happy with their work so decided to use them again.

The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the Academy's financial systems. In particular, the checks carried out in the current period included:

- Risk Register
- Register of Pecuniary Interests
- HR
- Financial Competencies
- Monthly Management Reporting
- Budgeting and Cash Flow
- Other Income

On an annual basis, the internal auditor reports to the Board of Trustees through the Audit Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. On an annual basis the internal auditor prepares a summary report to the Committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The internal auditor has delivered their schedule of work as planned and there were no material control issues arising as a result of the internal auditor's work.

Review of effectiveness

As Accounting Officer, the Head Teacher 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 school resource management self-assessment tool;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework; and
- the work of the external auditors.

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

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GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness (continued)

Conclusion

Based on the advice of the Resources Committee, Audit Committee and the Accounting Officer, the Board of Trustees is of the opinion that the Trust has an adequate and effective framework for governance, risk management and control.

Approved by the Board of Trustees and signed on their behalf by:

Mrs L Bonomo-Jackson
Chair of Trustees

Mrs A Stockdale
Accounting Officer

Date: 15 December 2025

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
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STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of St. Thomas More Catholic Primary School, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the Academy Trust's funding agreement with DfE, and the requirements of the Academy Trust Handbook, including responsibilities for estates safety and management. I have also considered my responsibility to notify the Board of Trustees and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management.

I confirm that I and the Academy Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the framework of authorities.

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

Mrs A Stockdale
Accounting Officer

Date: 16 December 2025

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2025**

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 Department for Education, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- 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 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 the Board of Trustees and signed on its behalf by:

Mrs L Bonomo-Jackson
Chair of Trustees

Date: 15 December 2025

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST.
THOMAS MORE CATHOLIC PRIMARY SCHOOL**

Opinion

We have audited the financial statements of St. Thomas More Catholic Primary School (the 'Academy') for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, 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 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material uncertainty related to going concern

We draw attention to note 1.2 in the financial statements, which indicates that the Academy has net liabilities and needs to make further cost savings, as a result the Academy is vulnerable to any unexpected large costs that may occur and may require additional funding from the DfE. As stated in note 1.2, these events or conditions, along with the other matters as set forth in note 1.2, indicate that a material uncertainty exists that may cast significant doubt on the Academy's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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. Our evaluation of the Trustees' assessment of the Trust's ability to continue to adopt the going concern basis of accounting included review of the Trust's budgets, current cash position, latest management accounts and proposed cost savings.

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

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST.
THOMAS MORE CATHOLIC PRIMARY SCHOOL (CONTINUED)**

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. 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 including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, 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 Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST.
THOMAS MORE CATHOLIC PRIMARY SCHOOL (CONTINUED)**

Auditors' responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the Academy and the sector in which it operates and considered the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations. This included those regulations directly related to the financial statements, including financial reporting and tax legislation and academy sector regulations including GDPR, employment law, health and safety and safeguarding.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness, and evaluating the business rationale of any large or unusual transactions to determine whether they were significant to our assessment.
- We reviewed key controls, authorisation procedures and decision making processes for any unusual or one-off transactions.
- We reviewed minutes of Trustee Board meetings and other relevant sub-committees of the Board such as the Resources Committee and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of the Accounting Officer and senior management team to identify laws and regulations applicable to the Academy. We assessed details of any breaches where applicable in order to assess the impact upon the Academy.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 Auditors' Report.

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST.
THOMAS MORE CATHOLIC PRIMARY SCHOOL (CONTINUED)**

Use of our Report

This report is made solely to the Academy'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 Academy's Members those matters we are required to state to them in an Auditors' 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 Academy and its Members, as a body, for our audit work, for this report, or for the opinions we have formed.

Suzanne Goldsmith FCA (Senior Statutory Auditor)

for and on behalf of

Price Bailey LLP

Statutory Auditors
Causeway House
1 Dane Street
Bishop's Stortford
Hertfordshire
CM23 3BT

Date: 16 December 2025

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST. THOMAS
MORE CATHOLIC PRIMARY SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION**

In accordance with the terms of our engagement letter dated 10 June 2024 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by St. Thomas More Catholic Primary School during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

Respective responsibilities of St. Thomas More Catholic Primary School's Accounting Officer and the Reporting Accountant

The accounting officer is responsible, under the requirements of St. Thomas More Catholic Primary School's funding agreement with the Secretary of State for Education dated 1 August 2011 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2024 to 31 August 2025 have not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST. THOMAS
MORE CATHOLIC PRIMARY SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION
(CONTINUED)**

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance of the Trust's activities.
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance, and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Academy, extending the procedures required for financial statements to include regularity, propriety and compliance.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, propriety and compliance in order to support the regularity conclusions including governance, internal controls, procurement and the application of income.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2024 to 31 August 2025 has not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Reporting Accountant
Price Bailey LLP

Date: 16 December 2025

ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:						
Donations and capital grants	3	27,370	112,470	6,880	146,720	201,349
Other trading activities	5	161,526	-	-	161,526	155,244
Investments	6	52	-	-	52	19
Charitable activities	4	43,947	1,155,057	-	1,199,004	1,149,003
Total income		232,895	1,267,527	6,880	1,507,302	1,505,615
Expenditure on:						
Charitable activities	7	232,895	1,222,081	25,114	1,480,090	1,522,605
Total expenditure		232,895	1,222,081	25,114	1,480,090	1,522,605
Net movement in funds before other recognised gains/(losses)						
		-	45,446	(18,234)	27,212	(16,990)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	23	-	(15,000)	-	(15,000)	(17,000)
Net movement in funds		-	30,446	(18,234)	12,212	(33,990)
Reconciliation of funds:						
Total funds brought forward		-	(71,837)	34,164	(37,673)	(3,683)
Net movement in funds		-	30,446	(18,234)	12,212	(33,990)
Total funds carried forward		-	(41,391)	15,930	(25,461)	(37,673)

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 24 to 51 form part of these financial statements.

ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER: 07696148

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	4,589	6,230
Current assets			
Debtors	14	312,156	326,201
Cash at bank and in hand		16,649	38,319
		<u>328,805</u>	<u>364,520</u>
Current liabilities			
Creditors: amounts falling due within 1 year	15	(178,855)	(228,423)
Net current assets		<u>149,950</u>	<u>136,097</u>
Total assets less current liabilities		<u>154,539</u>	<u>142,327</u>
Creditors: amounts falling due after more than one year	16	(180,000)	(180,000)
Net assets excluding pension liability		<u>(25,461)</u>	<u>(37,673)</u>
Defined benefit pension scheme liability	23	-	-
Total net liabilities		<u><u>(25,461)</u></u>	<u><u>(37,673)</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	17	15,930	34,164
Restricted income funds	17	(41,391)	(71,837)
Total restricted funds	17	<u>(25,461)</u>	<u>(37,673)</u>
Unrestricted income funds	17	<u>-</u>	<u>-</u>
Total funds		<u><u>(25,461)</u></u>	<u><u>(37,673)</u></u>

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements on pages 21 to 51 were approved by the Trustees, and authorised for issue on 15 December 2025 and are signed on their behalf, by:

Mrs L Bonomo-Jackson
Chair of Trustees

ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	19	(28,602)	(30,894)
Cash flows from investing activities	20	6,932	20,741
Change in cash and cash equivalents in the year		(21,670)	(10,153)
Cash and cash equivalents at the beginning of the year		38,319	48,472
Cash and cash equivalents at the end of the year	21, 22	<u>16,649</u>	<u>38,319</u>

The notes on pages 24 to 51 form part of these financial statements

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1. Accounting policies

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

1.1 Basis of preparation of financial statements

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historic 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 2024 to 2025 issued by DfE, the Charities Act 2011 and the Companies Act 2006.

The Trust's functional and presentational currency is Pounds Sterling.

Company status

The Trust is a Company limited by guarantee. The Members are noted on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member.

The Registered Office is South Road, Saffron Walden, Essex, CB11 3DW.

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1. Accounting policies (continued)

1.2 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 Academy 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 whilst it is expected that the Academy has adequate resources to continue in operational existence for the foreseeable future and they have continued to adopt the going concern basis of accounting in preparing the financial statements they have concluded that there are material uncertainties that may cast significant doubt on the Trust's ability to continue as a going concern.

The Academy has net liabilities of £25,461 as at 31 August 2025. The balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2025 was a deficit carry forward of £41,391 (2024: deficit £71,837) caused partly due to the backdated support staff pay accrual, audit fee accrual and overspends on operational costs. The Academy is implementing a series of cost saving measures to ensure that funds are replenished and is looking to raise additional income through fundraising however the Trustees recognise that the Academy is in a financially vulnerable position such that, should any large unexpected costs arise it may be necessary to request additional funding from the DfE, however there is no guarantee this funding would be granted.

During the 24/25 year, cost saving measures have led to an in-year surplus of £12,212 and therefore has reduced the net liabilities position from £37,673 to £25,461.

The Academy are working closely with their DfE appointed School Resource Management Advisor and have also drawn up a deficit recovery plan which looks to address the financial issues requiring improvement and ensuring more accurate forecasting and a better understanding of the financial position of the Trust on a timely basis.

The biggest area to monitor going forward is the cash flow, the forecast for which is prepared on a monthly basis for the period to 31 December 2026, i.e. 12 months after the date of signing. The overall cash balance of the Trust is expected to continue with a positive cash balance for the duration of the 12 months and beyond, and to ensure any capital funds are not used to support the payment of wages and other suppliers.

The Academy derives the majority of its income from local and national Government grant funding which is secured for a number of years, under the terms of the Academy Funding Agreement with the Secretary of State for Education. This will ensure that the Academy can continue operating for a period of at least 12 months following the date of this Report. Overall therefore, with measures taken to reduce costs and increase income the Trustees believe that it is correct to adopt the going concern basis and that the Trust can continue for a further 12 months from the date these accounts are approved and signed. The financial statements do not contain any adjustments that would be required if the Trust were not able to continue as a going concern.

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

Grants are included in the Statement of Financial Activities incorporating Income and Expenditure Account 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 year 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.

- **Donations**

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

- **Other income**

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

1.4 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the 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.

Investment income, gains and losses are allocated to the appropriate fund.

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1. Accounting policies (continued)

1.5 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's educational operations, including support costs and costs relating to the governance of the Academy apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

1.6 Donation in kind

The Trust operates from land and buildings provided rent free by the Diocese of Brentwood. Under an agreement between the Diocese, the Trust and the Secretary of State the Diocese would be required to give 24 months notice from the current year end if it wished to terminate this agreement. No such notice had been given at the year end and the Diocese is therefore committed to providing the land and buildings rent free for a further 36 months from the year end in these accounts. The Trustees estimate what the cost of renting equivalent buildings would be and provide for this in the accounts together with a notional expense of the same amount. A debtor is shown to represent the commitment by the Diocese to provide the land and buildings rent free for a further 36 months. An equivalent is included within creditors to represent the notional cost of renting free for a further 36 months.

1.7 Tangible fixed assets

Assets costing £5,000 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. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

The Trust occupies land and buildings provided to it by Diocesan Trustees under a licence (also referred to as a Church Supplemental Agreement) which contains a two year notice period. Having considered the fact that the Trust occupies the land and buildings by a licence that transfers to the Trust no rights or control over the site save that of occupying it at the will of the Diocesan Trustees under the agreement, the Diocesan Trustees have concluded that the value of the land and buildings occupied by the Trust will not be recognised or valued within fixed assets.

Capital improvements to Diocesan owned property are recognised as expenditure.

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1. Accounting policies (continued)

1.7 Tangible fixed assets (continued)

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset less their residual value, over their expected useful life, as follows:

Depreciation is provided on the following basis:

Furniture and fixtures	- 3 -10 years straight line
------------------------	-----------------------------

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

1.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.10 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 anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.11 Financial instruments

The Academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

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

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

**ST. THOMAS MORE CATHOLIC PRIMARY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1. Accounting policies (continued)

1.12 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is 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 in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/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.

If pension scheme assets are more than liabilities a surplus is recognised only to the extent that the Trust is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme. Any change in the restriction of the surplus is an actuarial gain or loss and is recognised in other recognised gains and losses.

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FOR THE YEAR ENDED 31 AUGUST 2025**

2. Critical accounting estimates and areas of judgment

Estimates and judgments 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 Trustees make 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, 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 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

At the balance sheet date the pension scheme assets were more than the liabilities, resulting in a surplus. It was necessary to determine the extent to which this surplus was capable of being recovered either through reduced contributions in the future or through refunds from the scheme. A refund is only available on ceasing to participate in the scheme, which is not practicably possible whilst the Trust continues in operation due to the requirement to provide access to the scheme to relevant employees and would not be possible if the trust were to cease operations as these operations would be transferred to another Trust that would take over any asset. With regard to reductions in contributions the Trust is pooled with other trusts in the setting of its contribution rates under the scheme. In addition the Trust considers there to be a minimum funding requirement in respect of its contributions. Consequently the Trust does not consider that it is able to recover the surplus through reduced contributions in the future and has therefore restricted the surplus recognised to £nil.

The Trust operates from land and buildings provided rent free by the Diocese of Brentwood. The Academy have made this accounting estimate based on a historic building insurance valuation provided by the insurers. Any changes in this valuation would impact the carrying amounts of the donation in kind assets and liabilities. Under an agreement between the Diocese, the Trust and the Secretary of State the Diocese would be required to give 24 months notice from the current year end if it wished to terminate this agreement. No such notice had been given at the year end and the Diocese is therefore committed to providing the land and buildings rent free for a further 36 months from the year end in these accounts.

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3. Income from donations and capital grants

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	27,370	22,470	-	49,840	84,025
Notional rent	-	90,000	-	90,000	90,000
Capital income	-	-	6,880	6,880	27,324
Total 2025	<u>27,370</u>	<u>112,470</u>	<u>6,880</u>	<u>146,720</u>	<u>201,349</u>
Total 2024	<u>34,216</u>	<u>139,809</u>	<u>27,324</u>	<u>201,349</u>	

In 2024, income from donations was £84,025 of which £34,216 was unrestricted and £49,809 restricted.

In 2024, capital grants of £27,324 were in relation to restricted fixed assets.

In 2024, notional rent of £90,000 was restricted.

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4. Funding for the Academy's charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Provision of Education				
DfE/ESFA grants				
General Annual Grant (GAG)	-	986,540	986,540	942,670
Other DfE/ESFA grants				
Other DfE/ESFA grants	-	83,887	83,887	31,463
Pupil Premium	-	12,194	12,194	11,897
UIFSM	-	41,177	41,177	40,139
PE and Sport Premium	-	17,860	17,860	17,870
MSAG	-	-	-	30,604
	-	1,141,658	1,141,658	1,074,643
Other Government grants				
Local Authority grants	-	13,399	13,399	27,983
	-	13,399	13,399	27,983
Catering income	43,947	-	43,947	46,377
	43,947	1,155,057	1,199,004	1,149,003
Total 2025	43,947	1,155,057	1,199,004	1,149,003
Total 2024	46,377	1,102,626	1,149,003	

In 2024, income from DfE/ESFA grants was £1,074,643 of which all was restricted.

In 2024, income from other Government grants was £27,983 of which all was restricted.

In 2024, income from catering was £46,377 of which all was unrestricted.

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5. Income from other trading activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Uniform income	13	13	162
Swimming income	11,764	11,764	10,443
Other income	149,749	149,749	144,639
Total 2025	<u>161,526</u>	<u>161,526</u>	<u>155,244</u>
Total 2024	<u>155,244</u>	<u>155,244</u>	

In 2024, uniform income was £162 of which all was unrestricted.

In 2024, swimming income was £10,443 of which all was unrestricted.

In 2024, other income was £144,649 of which all was unrestricted.

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank interest	52	52	19
Total 2025	<u>52</u>	<u>52</u>	<u>19</u>
Total 2024	<u>19</u>	<u>19</u>	

In 2024, all investment income was in relation to unrestricted funds.

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7. Expenditure

	Staff Costs 2025 £	Premises 2025 £	Other 2025 £	Total 2025 £	Total 2024 £
Provision of Education:					
Direct costs	853,404	-	55,653	909,057	924,237
Support costs	253,886	171,937	145,210	571,033	598,368
Total 2025	<u>1,107,290</u>	<u>171,937</u>	<u>200,863</u>	<u>1,480,090</u>	<u>1,522,605</u>
Total 2024	<u>1,112,141</u>	<u>206,894</u>	<u>203,570</u>	<u>1,522,605</u>	

In 2024, direct expenditure consisted of £879,280 staff costs and £44,957 other costs.

In 2024, support expenditure consisted of £232,861 staff costs, £206,894 premises costs and £158,613 other costs.

8. Charitable Activities

	2025 £	2024 £
Analysis of support costs		
Support staff costs	253,886	232,861
Depreciation	1,641	4,274
Technology costs	13,062	16,366
Premises costs (excluding depreciation)	170,296	202,620
Other support costs	111,308	120,741
Governance costs	20,840	21,506
Total	<u>571,033</u>	<u>598,368</u>

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NOTES TO THE FINANCIAL STATEMENTS
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9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2025 £	2024 £
Operating lease rentals	16,177	11,810
Depreciation of tangible fixed assets	1,641	4,274
Fees paid to Auditors for:		
- audit	8,490	7,580
- other services	9,490	8,475
	<u> </u>	<u> </u>

10. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	835,073	861,326
Social security costs	82,549	71,666
Pension costs	189,668	179,149
	<u> </u>	<u> </u>
	<u>1,107,290</u>	<u>1,112,141</u>

b. Staff numbers

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

	2025 No.	2024 No.
Teachers	10	13
Administration and support	28	33
Management	2	1
	<u> </u>	<u> </u>
	<u>40</u>	<u>47</u>

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10. Staff (continued)

b. Staff numbers (continued)

The average headcount expressed as full-time equivalents was:

	2025 No.	2024 No.
Teachers	8	9
Administration and support	15	16
Management	2	1
	<u>25</u>	<u>26</u>

c. Higher paid staff

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

	2025 No.	2024 No.
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	-
In the band £80,001 - £90,000	-	1
	<u>-</u>	<u>1</u>

d. Key management personnel

The key management personnel of the Academy 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 was £226,869 (2024: £300,771).

Employer pension contributions included within key management personnel remuneration were £45,140 (2024: £56,253).

Employer national insurance contributions included within key management personnel remuneration were £19,991 (2024: £25,239).

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NOTES TO THE FINANCIAL STATEMENTS
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11. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy. The Head Teacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Head Teacher and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2025 £	2024 £
Mrs M J Hall (resigned 31 August 2024)	Remuneration		85,000 - 90,000
	Pension contributions paid		20,000 - 25,000
Mrs E McNally (resigned 31 August 2025)	Remuneration	75,000 - 80,000	65,000 - 70,000
	Pension contributions paid	20,000 - 25,000	15,000 - 20,000
Mrs R Meichen	Remuneration	35,000 - 40,000	30,000 - 35,000
	Pension contributions paid	5,000 - 10,000	5,000 - 10,000
Mrs N Hall (appointed 1 September 2024)	Remuneration	50,000 - 55,000	
	Pension contributions paid	10,000 - 15,000	

During the year ended 31 August 2025, no Trustees received reimbursement of expenses (2024: £Nil).

12. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2025 was included in other support costs.

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13. Tangible fixed assets

	Furniture and equipment £
Cost or valuation	
At 1 September 2024	63,261
At 31 August 2025	<u>63,261</u>
Depreciation	
At 1 September 2024	57,031
Charge for the year	1,641
At 31 August 2025	<u>58,672</u>
Net book value	
At 31 August 2025	<u>4,589</u>
At 31 August 2024	<u>6,230</u>

14. Debtors

	2025 £	2024 £
Due after more than one year		
Other debtors (see note 26)	180,000	180,000
Due within one year		
Trade debtors	-	3,175
Other debtors	101,746	105,952
Prepayments and accrued income	30,410	37,074
	<u>312,156</u>	<u>326,201</u>

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15. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	8,162	54,176
Other taxation and social security	18,366	15,326
Other creditors	105,273	109,724
Accruals and deferred income	47,054	49,197
	<u>178,855</u>	<u>228,423</u>
	2025 £	2024 £
Deferred income brought forward	25,187	23,706
Resources deferred during the year	25,560	25,187
Amounts released from previous periods	(25,187)	(23,706)
	<u>25,560</u>	<u>25,187</u>

At the balance sheet date the Academy was holding funds received in advance for universal infant free school meals for the next 25/26 academic year.

16. Creditors: Amounts falling due after more than one year

	2025 £	2024 £
Other creditors (see note 26)	<u>180,000</u>	<u>180,000</u>

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NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds

	Balance at 1 September 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2025 £
Unrestricted funds					
Unrestricted funds	-	232,895	(232,895)	-	-
Restricted general funds					
GAG	(71,837)	986,540	(956,094)	-	(41,391)
Other DfE/ESFA grants	-	101,747	(101,747)	-	-
SEN	-	13,399	(13,399)	-	-
Pupil Premium funding	-	12,194	(12,194)	-	-
UIFSM	-	41,177	(41,177)	-	-
Donation in kind	-	90,000	(90,000)	-	-
Restricted donations	-	22,470	(22,470)	-	-
Pension reserve	-	-	15,000	(15,000)	-
	(71,837)	1,267,527	(1,222,081)	(15,000)	(41,391)
Restricted fixed asset funds					
Restricted Fixed Asset Funds	6,230	-	(1,641)	-	4,589
DFC	13,228	6,430	(8,767)	-	10,891
Other capital grants	14,706	450	(14,706)	-	450
	34,164	6,880	(25,114)	-	15,930
Total Restricted funds	(37,673)	1,274,407	(1,247,195)	(15,000)	(25,461)
Total funds	(37,673)	1,507,302	(1,480,090)	(15,000)	(25,461)

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17. Statement of funds (continued)

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

Unrestricted funds

This represents income received that does not have restrictions.

General Annual Grant (GAG)

This represents funding from the DfE to cover the costs of recurrent expenditure.

Other DfE/ESFA grants

This represents funding received from the DfE/ESFA which is restricted in nature.

Other Government Grants

This represents various grants from local and national Government bodies for the provision of specific services to pupils of the Academy.

Pupil premium funding

This funding is to be used to raise achievement and improve outcomes for disadvantaged pupils.

UIFSM

Universal infant free school meals (UIFSM) provides funding for the Academy to offer free school meals to pupils in reception, year 1, and year 2.

Restricted donations

This represents contributions made by parents to the running of educational visits for the pupils of the School and the associated costs of running the trips.

Donation in kind

This fund represents the rent free occupation of the land and buildings from the Diocese of Brentwood.

Pension reserve

This fund represents the Trust's share of the deficit on the Local Government Pension Scheme (LGPS).

Restricted fixed asset funds

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

Devolved Formula Capital (DFC)

The Academy is to use the DFC allocation to maintain and improve its buildings and facilities.

Other capital grants

Other capital grants are to be used in line with any restrictions applied by the funder.

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds (continued)

The Academy is carrying a net deficit of £41,391 on restricted general funds (excluding pension reserve) plus unrestricted funds.

We draw attention to note 1.2 in the financial statements for further detail and the Academy's ability to continue as a going concern.

The Academy is taking the following action to return these funds to surplus:

- All support staff have either voluntarily reduced hours or have had up to the value of 10% taken.
- Reduction in teaching staff hours will be covered by hours saved in Math's groups.
- Agreed all hours lost through staffing will not be replaced just covered by current staff hours.
- Our plan throughout the year is to saving a extra £20,000 on staffing.
- Working closely with the SRMA report to make possible further restructuring, ideas for income generation and help with budgeting forecasting.
- All our contracts will be considered and renewed only as necessary.
- The overhaul of the catering department - bringing in an out of school management service to oversee the running of the catering team, with the intend to improve food quality, management, new menus written and more detailed monitoring of income and expenditure.

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NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds (continued)

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
Unrestricted funds	-	235,856	(235,856)	-	-	-
Restricted general funds						
GAG	(27,457)	942,670	(987,050)	-	-	(71,837)
Other DfE/ESFA	-	79,937	(79,937)	-	-	-
Other Government grants	-	11,015	(11,015)	-	-	-
SEN	-	16,968	(16,968)	-	-	-
Pupil Premium funding	-	11,897	(11,897)	-	-	-
UIFSM	-	40,139	(40,139)	-	-	-
Donation in kind	-	90,000	(90,000)	-	-	-
Restricted donations	-	49,809	(49,809)	-	-	-
Pension reserve	-	-	17,000	-	(17,000)	-
	(27,457)	1,242,435	(1,269,815)	-	(17,000)	(71,837)
Restricted fixed asset funds						
Restricted Fixed Asset Funds	7,404	-	(4,274)	3,100	-	6,230
DFC	16,370	6,441	(6,483)	(3,100)	-	13,228
Other capital grants	-	20,883	(6,177)	-	-	14,706
	23,774	27,324	(16,934)	-	-	34,164
Total Restricted funds	(3,683)	1,269,759	(1,286,749)	-	(17,000)	(37,673)
Total funds	(3,683)	1,505,615	(1,522,605)	-	(17,000)	(37,673)

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18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	4,589	4,589
Debtors due after more than one year	180,000	-	180,000
Current assets	137,464	11,341	148,805
Creditors due within one year	(178,855)	-	(178,855)
Creditors due in more than one year	(180,000)	-	(180,000)
Total	(41,391)	15,930	(25,461)

Analysis of net assets between funds - prior year

	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	6,230	6,230
Debtors due after more than one year	180,000	-	180,000
Current assets	156,586	27,934	184,520
Creditors due within one year	(228,423)	-	(228,423)
Creditors due in more than one year	(180,000)	-	(180,000)
Total	(71,837)	34,164	(37,673)

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

	2025 £	2024 £
Net income/(expenditure) for the year (as per Statement of Financial Activities)	27,212	(16,990)
Adjustments for:		
Depreciation	1,641	4,274
Capital grants from DfE and other capital income	(6,880)	(23,822)
Interest received	(52)	(19)
Decrease/(increase) in debtors	14,045	(17,333)
(Decrease)/increase in creditors	(49,568)	39,996
LGPS adjustment	(15,000)	(17,000)
Net cash used in operating activities	(28,602)	(30,894)

20. Cash flows from investing activities

	2025 £	2024 £
Interest received	52	19
Purchase of tangible fixed assets	-	(3,100)
Capital grants from DfE	6,430	9,116
Capital grants from LA	450	14,706
Net cash provided by investing activities	6,932	20,741

21. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand and at bank	16,649	38,319
Total cash and cash equivalents	16,649	38,319

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

22. Analysis of changes in net debt

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	38,319	(21,670)	16,649
	<u>38,319</u>	<u>(21,670)</u>	<u>16,649</u>

23. Pension commitments

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

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

Contributions amounting to £15,273 were payable to the schemes at 31 August 2025 (2024 - £18,600) and are included within creditors.

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 full-time 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.

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**NOTES TO THE FINANCIAL STATEMENTS
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23. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The result of this valuation was implemented on 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

The employer's pension costs paid to TPS in the year amounted to £138,115 (2024 - £131,016).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the Academy has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy 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 2025 was £80,000 (2024 - £79,000), of which employer's contributions totalled £65,000 (2024 - £64,000) and employees' contributions totalled £15,000 (2024 - £15,000). The agreed contribution rates for future years are 21.2 per cent for employers and 5.5-12.5 per cent for employees.

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

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23. Pension commitments (continued)

Principal actuarial assumptions

	2025 %	2024 %
Rate of increase in salaries	3.55	3.75
Rate of increase for pensions in payment/inflation	2.55	2.75
Discount rate for scheme liabilities	6.05	5.10

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

	2025 Years	2024 Years
Retiring today		
Males	21.8	20.7
Females	24.1	23.3
Retiring in 20 years		
Males	23.4	22.0
Females	25.8	24.7

As at 31 August 2025 the Academy had a defined benefit pension obligation of £812,000 (2024 - £875,000). The sensitivity analysis detailed below would increase/(decrease) the closing defined benefit obligation in the following way:

Sensitivity analysis

	2025 £000	2024 £000
Discount rate +0.1%	(15)	(17)
Discount rate -0.1%	15	18
Mortality assumption - 1 year increase	19	24
Mortality assumption - 1 year decrease	(19)	(24)
CPI rate +0.1%	15	1
CPI rate -0.1%	(15)	(1)

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23. Pension commitments (continued)

Share of scheme assets

The Academy's share of the assets in the scheme was:

	At 31 August 2025 £	At 31 August 2024 £
Equities	621,000	508,000
Gilts	15,000	9,000
Property	87,000	70,000
Cash and other liquid assets	17,000	26,000
Alternative assets	168,000	140,000
Other managed funds	195,000	122,000
Total market value of assets	1,103,000	875,000

The scheme's assets are valued at £1,103,000, due to this resulting in assets exceeding liabilities a surplus exists. The surplus has been capped by an asset ceiling calculated by the actuary based on application of the scheme rules which state the trust only has a limited entitlement to future economic benefit resulting from this actuarial valuation. The value of this is 291,000 (2024 - £64,000) which has restricted the value of assets recognised in the accounts to £812,000.

The actual return on scheme assets was £92,000 (2024 - £94,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2025 £	2024 £
Current service cost	(51,000)	(50,000)
Interest income	45,000	41,000
Interest cost	(45,000)	(41,000)
Administrative expenses	(1,000)	(1,000)
Total amount recognised in the Statement of Financial Activities	(52,000)	(51,000)

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23. Pension commitments (continued)

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

	2025 £	2024 £
At 1 September	875,000	776,000
Current service cost	51,000	50,000
Interest cost	45,000	41,000
Employee contributions	15,000	15,000
Actuarial (gains)/losses	(164,000)	4,000
Benefits paid	(10,000)	(11,000)
At 31 August	<u>812,000</u>	<u>875,000</u>

Changes in the fair value of the Academy's share of scheme assets were as follows:

	2025 £	2024 £
At 1 September	875,000	776,000
Other actuarial (losses)/gains	-	4,000
Interest income	47,000	41,000
Actuarial losses	(179,000)	(13,000)
Employer contributions	65,000	64,000
Employee contributions	15,000	15,000
Benefits paid	(10,000)	(11,000)
Admin expenses	(1,000)	(1,000)
At 31 August	<u>812,000</u>	<u>875,000</u>

24. Operating lease commitments

At 31 August 2025 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	12,658	10,696
Later than 1 year and not later than 5 years	24,667	26,713
	<u>37,325</u>	<u>37,409</u>

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25. Members' liability

Each Member of the Charitable Company undertakes to contribute to the assets of the Company in the event of it being wound up while 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 cease to be a Member.

26. Related party transactions

Owing to the nature of the Academy 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 Trustee have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the DfE of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy's financial regulations and normal procurement procedures relating to connected and related party transactions.

The Trust operates from land and buildings provided rent free by the Diocese of Brentwood. Under an agreement between the Diocese, the Trust and the Secretary of State the Diocese would be required to give 24 months notice from the current year end if it wished to terminate this agreement. No such notice had been given at the year end and the Diocese is therefore committed to providing the land and buildings rent free for a further 36 months from the year end in these accounts. The Trustees estimate that the cost of renting equivalent buildings would be £90,000 (2024: £90,000) per annum, on this basis a donation from the Diocese of £90,000 (2024: £90,000) is shown in the accounts together with a notional expense of the same amount. In addition, included within debtors is a donation in kind receivable of £180,000 (2024: £180,000) representing the commitment by the Diocese to provide the land and buildings rent free for a further 36 months. The same is included within creditors to represent the notional cost of renting free for a further 36 months.

During the year the Trust paid £2,484 (2024: £2,568) to the Diocese of Brentwood. This related to the levy charge. This was in accordance with the requirements of the Academy Trust Handbook.

During the year, the trust engaged a company to carry out gate repairs at a cost of £2,520 (2024: £NIL). The company is directed by the spouse of a trustee. The transaction was conducted at cost, without profit, and followed the trust's procurement and conflict of interest policies. The trustee declared their interest and was not involved in the decision-making process.

There were no other related party transactions during the year (2024: £NIL), other than certain Trustees' remuneration and expenses already disclosed in note 11.