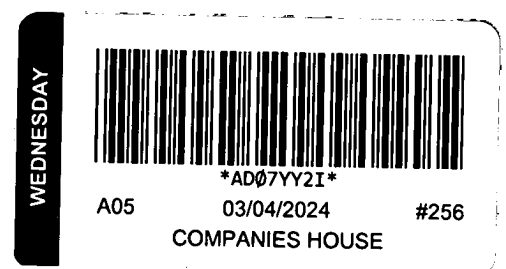


Company Registration Number: 07999942 (England & Wales)

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023



ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

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ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	J Street R Thornley J White The Venerable Dave Middlebrook
Governors	Rev W Britt A Matthews, Co-Chair of Governors R Thornley, Co-Chair of Governors S Bishop, Accounting Officer D Flanagan J Welch S Steptoe L Anderson L Seymour J Brown L Cavanagh, Co-Chair of Resources Committee C Chessum, Co-Chair of Resources Committee (resigned 28 February 2023) E Garside H Almond (appointed 1 March 2023) P Jarman (appointed 1 March 2023)
Company registered number	07999942
Company name	St Mary's Church of England Academy, Stotfold
Principal and registered office	Rook Tree Lane Stotfold Hitchin England SG5 4DL
Senior management team	S Bishop, Headteacher M Elliott, KS2 Team Leader J Welch, KS1 Team Leader K Pauttullo, Foundation Stage Team Leader D Flanagan, School Manager S Rowland, Assistant Headteacher (from 19 April 2023)
Independent auditor	Streets Audit LLP Statutory Auditor Potton House Wyboston Lakes Great North Road Wyboston Bedford MK44 3BZ

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Bankers	Lloyds Bank Plc 1 Bancroft Hitchin Hertfordshire SG5 1JG
Solicitors	Browne Jacobson LLP 44 Castle Grove Nottingham Nottinghamshire NG1 7BJ

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Governors present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Governors' report and a directors' report under company law.

Principal Activities

The Academy Trust's principal object and activity has been to manage the provision of education to pupils between the ages of 4 and 9 years of age. Also to develop a school with a designated Church of England religious character, offering a broad and balanced curriculum conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship (as required by the Funding Agreement) and in having regard to the advice of the Diocesan Board of Education.

The Academy has a pupil capacity of 300 and had a roll of 287 in the school census on October 2022.

Structure, governance and management

a. Constitution

The Academy is a charitable company limited by guarantee and an exempt charity.

The charitable company's memorandum and articles are the primary governing document of the Academy.

The Governors of St Mary's Church of England Academy, Stotfold are also the directors of the charitable company for the purposes of company law.

The charitable company is known as St Mary's Church of England Academy, Stotfold.

Details of the Governors who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

b. 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.

c. Trustees' indemnities

In accordance with the Articles of Association, subject to the provisions of the Companies Act 2006 every Trustee or other office of the Company and every member of any Local Governing Body and/or Advisory Body (in so far as necessary) shall be indemnified out of the assets of the Company against any liability incurred by him in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which he is acquitted or in connection with any application in which relief is granted to him by the court from liability for negligence, default breach of duty or breach of trust in relation to the affairs of the Company.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management (continued)

d. Method of recruitment and appointment or election of Governors

Under the terms of its Articles, the Academy Trust shall have the following Governors:

- Three Foundation Governors appointed by the Diocese, including the Incumbent. Further Foundation Governors may be appointed having received i) a nomination from the Parochial Church Council of the Parish and for the second, having received a nomination from the Diocesan Board of Education. The total number of Foundation Governors will not exceed 25% of the total number of Governing Body.
- The Head Teacher is a Director and appointed at Companies House.
- Staff Governors may be appointed by the Members through such process as they determine, provided that the total number of staff Governors, including the Head Teacher does not exceed one third of the total number of the Governing Body.
- Parent Governors shall be elected by parents of the registered pupils of the Academy. Any election of Parent Governors which is contested shall be held by secret ballot. In appointing a Parent Governor, the Governing Body shall appoint a person who is the parent of a registered pupil at the Academy; or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age. If the number of nominations is less or equal to the number of vacancies they will be appointed by the Governing Body uncontested.

e. Policies adopted for the induction and training of Governors

During the year under review the Full Governing Body met 4 times (including the AGM) and there were 9 committee meetings. The training and induction provided for new Governors depends on their previous experience. All new Governors are given a tour of the school and the chance to meet with staff and students. All Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they need to undertake their role as Governors. New Governors usually attend an Induction course provided by Central Bedfordshire Council and have access to a full programme of courses which they will choose to attend, based on their role and experience. Governors can also access NGA training.

f. Organisational structure

The board of governors of St Mary's Church of England Academy, Stotfold is constituted under the memorandum and articles of association. The board of governors is responsible for ensuring high standards of corporate governance are maintained.

The Governors are responsible for the strategic direction of the Academy, setting policy and agreeing the annual budget. Governors are also responsible for monitoring the work of the Academy and ensuring the objectives of the academy are achieved.

The academy has defined the responsibilities of each person involved in the administration of academy finances to avoid the duplication or omission of functions and to provide a framework of accountability for Governors and staff.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management (continued)

The Governors have overall responsibility for the administration of the academy's finances. The main responsibilities of the Governing Body are prescribed in the Funding Agreement between the Academy and DFE and the academy's scheme of governance. The main responsibilities include:

- Ensuring that grants from the DFE are used only for the purposes intended;
- Ensuring that funds from sponsors are received according to the academy's Funding Agreement and are used only for the purposes intended;
- Approval of the annual budget;
- Appointment of the Head Teacher and
- Appointment of senior staff (i.e. Assistant Head, Finance Manager etc.), in conjunction with the Head Teacher

Financial Delegation

The following financial delegations are currently in place:

KEY					
Full Governing Body only	1				
Governing Body with advice from Head Teacher	2				
Head Teacher within	3				
Head Teacher / other staff	4				
		1	2	3	4
Appointment of Head Teacher		X			
Appointment of Assistant Head Teacher/Finance Manager			X		
Appointment of other senior staff			X		
Approve formal Budget each year		X			
Monitor Monthly expenditure			X		
Investigate financial irregularities (Head suspected)		X			
Investigate finance irregularities (others suspected)			X		
Enter into contracts up to £9,999				X	
Enter into contracts over £10,000			X		
Make payments for goods and services					X
Staff pay structure/increments (not Head)			X		
Determine dismissal payment/early retirement			X		
Set premises charging and remissions policy			X		
Ensure provision of free school meals for those meeting criteria				X	

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management (continued)

g. Arrangements for setting pay and remuneration of key management personnel

The following is part of the Pay Policy for St Mary's Church of England Academy, Stotfold:

The Leadership Group

1. At the time of appointing a new Head or Deputy Head Teacher, the Governing Body (or nominated representatives) will have regard to the requirements of the School Teachers' Pay and Condition Document in respect of an appropriate starting salary.
2. The Governing Body (or nominated representatives) will determine the starting salary to be paid to the Head in accordance with the appropriate range for the group size of school. The salary range for a Group 2 school and the scale for the Head Teacher is attached to this policy. The scale for any Deputy and Assistant Head Teachers is also attached. The Deputy or Assistant Head Teacher will not be paid below the starting salary on the appropriate range or ISR during the time of his or her appointment to the school. In determining the starting salary, the Governing Body (or nominal representatives) will have regard to the criteria set out in the School Teachers' Pay and Conditions document.
3. When conducting the annual review of the pay of the Head, Deputy or Assistant Head Teacher, the Resources Committee on pay will take into account the performance of the member of staff against the performance criteria determined as part of the appraisal arrangements. The Resources Committee will consider whether there has been a sustained high quality of performance. Pay progression on the Leadership Group pay scale is not automatic and is subject to an annual review of performance.
4. The Resources Committee on pay will take decisions in accordance with the principles contained within the School's policy on appraisal. The salary range for the Head Teacher and individual salary ranges for Deputy and Assistant Head Teachers will reflect the job weight (as evidenced by the job description), and issues such as the incidents of free school meals, special needs and the ethnic background of children attending the school. The ranges will be reviewed whenever it is necessary to advertise the post, when there is a significant change in the responsibilities of the post (such as school reorganisation or, in the case of the Head Teacher, a change of group number). The Deputy Head Teacher and Assistant Head Teachers will be placed on five consecutive points identified by the Governing Body. The maximum salary available to the Deputy will be lower than the minimum for the post of Head Teacher; the maximum on the Deputy scale will be higher than the maximum available to the Assistant Head Teachers.
5. The remuneration paid to the Head Teacher as a result of determination of the ISR will cover the Head Teacher's full role as set out in Part 9 of the Document including any permanent appointment for the responsibility for more than one school. The following matters no longer form part of the determination of the salary scale and are dealt with as discretionary payments (see below):
 - a. schools causing concern;
 - b. difficulties filling a vacant head teacher post;
 - c. difficulties retaining the current head teacher; and
 - d. temporary appointment as a head teacher of more than one school.
6. Any discretionary payments in addition to the salary arising from the head teacher's point on the salary scale will only be made in accordance with the factors in paragraph 9 (5) above. The total of all discretionary payments made to a Head Teacher in respect of any school year must not exceed 25 percent of the amount which corresponds to that individual's point on their ISR for that year. All discretionary payments received in relation to the role as a Head Teacher count towards the limit (with the exception of relocation expenses where it is the policy of the Governors to pay such expenses).

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management (continued)

7. The Governing Body will have oversight of a Head Teacher's entire role and any paid responsibilities attached to the role. This will ensure that the Governing Body can take a fully informed decision about the appropriate remuneration for the Head Teacher and any consequential implications for the pay of other staff who may be taking on additional responsibilities in the absence of the head.
8. It will be wholly exceptional to make discretionary payments which exceed the limit of 25 percent of the amount that corresponds to the Head Teacher's point on the ISR in any given year. If it is considered that there are exceptional circumstances that warrant a payment in excess of the limit the pay committee must make a business case for the payment to the full governing body. The Governing Body is required to seek external independent advice from an appropriate person or body who can consider the provisions of the document and whether they have been properly applied to the Head Teacher's pay before making a decision on whether it is justifiable to exceed the limit in the circumstances of the particular case. There must be a clear audit trail for any advice given to the Governing Body and a full and accurate record of all decisions made by the Governing Body including the reasons for the decisions.
9. Where a permanent Head Teacher and Governing Body agree to take on significant additional responsibility for extended services on their site and the Head Teacher is directly accountable to the Council or a Children's Trust, the Governing Body has the discretion to take this into account when setting the salary scale. Any uplift in pay should be proportionate to the level of responsibility and accountability undertaken. The Governing Body will also have regard to the remuneration of other teachers who may take on additional responsibility in the absence of the Head Teacher. The DfE advice makes it clear however that there is a difference between "having an interest in" the quality of a service located on the school site and being "responsible and/or accountable" for that service. "Interest in" is seen as part of the Head Teachers core role and responsibilities and would not, therefore, attract a salary uplift.

Provision of Services to other Schools

1. Any services provided by the Head Teacher of one school to another school must be authorised formally by the Governing Body and where the work extends over more than a 12 month period, the agreement of the Governing Body must be formally reviewed on an annual basis. The Governing Body will also agree arrangements for terminating such work.
2. Before such work is undertaken the Governing Body and the Head Teacher must take into account:
 - the needs of the school and its pupils;
 - the benefits the activity would bring to the school;
 - the impact of any absence on other staff, including on their workload, and
 - the workload and work-life balance of all the individuals concerned

The Governing Body will satisfy itself that the above matters have been fully considered by the School Leadership Team.

1. Arrangements for payment for external work, including any personal remuneration, must be clearly stated and formally incorporated into a protocol by the governing body (or the relevant committee) and all decisions minuted with reasons.
2. The disposition of any payment, including personal remuneration, for external services must be agreed in advance in accordance with the determinations of the Governing Body. The terms of such an agreement must be set out in a memorandum signed by the Chair of Governors and the Head Teacher and any other members of staff involved.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Structure, governance and management (continued)

3. Any income derived from external sources for the work of school's staff should accrue to the school. The Governing Body will decide whether it would be appropriate for individual members of staff to receive additional remuneration for these activities and, if so, determine the appropriate amount.
4. The Governing Body will ensure that any expenses incurred by the individuals as a result of taking on additional work are reimbursed (unless they are accounted for elsewhere).

h. Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

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

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

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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i. Related parties and other connected charities and organisations

St Mary's Church of England Academy, Stotfold has an active Parents Association which raises funds for additional resources and specific projects for the school. The Association have their own committee and arrange independent monitoring each year.

Related Party relationships are available from our website under Governors.

Related Party transactions are disclosed within the notes to the financial statements.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Objectives and activities

a. Objects and aims

The Academies Trust object is specifically restricted to the following: to advance for the public benefit education in the United Kingdom, in particular with not without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school with a designated Church of England religious character offering a broad and balance curriculum (the Academy) conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship (as required by the Funding Agreement) and in having regard to the advice of the Diocesan Board of Education.

Priority One: Quality of Education

Targets

- To continue to review the foundation curriculum to ensure progression and curriculum coverage
- To further develop assessment across the curriculum
- To increase the % of children achieving ARE or above in writing in each year group
- To increase the % of children making better than expected progress in writing in each year group
- To increase attainment and progress for Pupil Premium and Summer born groups, closing the gap through the year
- To increase the % of children reaching GLD, and the expected level in maths & literacy
- To increase the progress and attainment of focus groups in Phonics (summer born, Pupil Premium, boys)
- To review the Marking & Feedback Policy
- Gain reaccreditation for the Primary Science Quality Mark

Success Criteria

- Curriculum plans are streamlined and show clear progression in subjects across the school
- Foundation subjects are regularly and effectively assessed and monitored by subject leaders
- Staff are confidently using the new assessment system 'Sonar' for formative & summative data
- % of children at or above ARE increase from Autumn 1 data
- % of children making better than expected progress increases from Autumn 1 data
- Attainment gap for vulnerable groups decreases over the year
- Marking & Feedback policy is reviewed, implemented and work in books shows impact
- PSQM reaccreditation achieved.

Actions

- Staff meetings are held to review the development of the foundation curriculum so far. Further staff meetings are used as release time for subject leaders to fulfil their roles.
- Subject leaders review action plans from 2021-22. Identify areas not met due to Covid-19. Complete new action plans for 2022-23.
- Pupil voice for all subjects is held. Actions identified and implemented.
- Implement 'Sonar' as a replacement for Target Tracker. Staff training meeting. Staff work in year group teams to input data.
- Data drop at Autumn 1 to baseline in pupils in R/W/M. Use this information to inform future planning.
- Staff Meeting to review marking & feedback policy. Staff survey. Policy updated & implemented.
- Write and implement science action plan.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Objectives and activities (continued)

Priority Two: Leadership & Management

Targets

- Implement Twinkl Phonics across Reception – Year 4
- To further develop the role of curriculum leaders to ensure high quality curriculum provision and outcomes across the school
- Develop Governor knowledge and understanding of the curriculum
- Prepare for transition to Primary 2025

Success Criteria

- Twinkl Phonics implemented
- Phonics provision is reviewed and of a high quality, resulting in above local & National outcomes
- Curriculum Leader action plans written and reviewed with actions identified and followed through
- Curriculum leaders have a good understanding of their subject across the school
- Governors have a clearer understanding of the curriculum across the school
- SLT meetings held regularly to focus on areas on SDP

Actions

- Twinkl Phonics scheme rolled out across the school from Autumn 1
- Phonics lesson observations and work scrutiny
- Curriculum leaders follow action plans
- SLT meetings every 2/3 weeks to monitor SDP actions
- Governor learning walks to include curriculum focus.
- Attend any Schools for the Future meetings and training (if available). Continue to liaise with the local cluster of schools.

Priority Three: Personal Development

Targets

- SIAMS – Develop opportunities for spontaneous prayer & reflection
- SIAMS – To further embed the Christian Distinctiveness of the school, in line with the SIAMS framework
- To review the school vision and aims

Success Criteria

- Children using opportunities for spontaneous prayer and reflection
- School Vision & Aims are reviewed, shared and 'lived'
- Staff and Governors knowledge and understanding of the SIAMS framework is improved

Actions

- Research approaches to prayer & reflection. Feedback to staff and trial ideas.
- Ethos Committee to monitor Christian Distinctiveness
- SB to attend new SIAMS framework training & develop an action plan following this
- Review Vision and Aims questionnaire
- Update Vision and Aims and launch to school community
- Staff training on Christian Distinctiveness

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Objectives and activities (continued)

Priority Four: Behaviours and Attitudes

Targets

- To increase whole school attendance to pre-covid levels
- To increase attendance for Pupil Premium children
- To decrease the % of Persistent Absence

Success Criteria

- Whole school attendance increases from previous academic year
- % of persistent absence falls from previous academic year
- Attendance of pupil premium children increases over the year

Actions

- Review Attendance Policy
- Analyse attendance data from last school year to identify children who are / are at risk of being persistent absentees
- Send attendance newsletter to all parents
- Engage with LA Attendance Officer (termly visits)
- Monitor attendance data half termly
- Engage directly with parents when attendance is below 90% - regular meetings. Identify barriers and set targets.

b. Public benefit

Under normal circumstances:

- Academy Staff run a number of Clubs for the benefit of the children which includes football, reading, games, art, science, performing arts, lego, choir to name a few.
- Premier Sport supports the curriculum with many sports including football, rugby, hockey, tennis, gymnastics and ball skills. Children take part in tournaments alongside other local schools.
- A breakfast tennis club is run two mornings each week.
- A Spanish Teacher teaches the children Spanish after school once each week.
- The children sing at some local Church services and to groups related to them.
- We participate in local events, such as Commonwealth day and Christmas activities.
- Inspiring Music and Bedfordshire Music Service come in to teach children to play instruments such as African drums, recorder and violin.

Wherever possible the school aims to contribute to the benefit of the wider public, by making available the premises to third parties for the provision of educational and other opportunities. For example:

- Premier Sport have previously used the facilities during some holidays to provide sporting activities for children.
- The Churches Together Group have previously used the school for a week in the summer holiday to run Stotfold Christian Holiday Club which is open to all children of the local community.
- The School Council have previously invited local senior citizens of Stotfold in for coffee and activity mornings.
- Local organisations run before and after school clubs such as karate, drama and tennis.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Objectives and activities (continued)

In setting our objectives and planning our activities the Governors have given careful consideration to the Charity Commission's general guidance on public benefit. The Governors believe that the Academy Trust's aims, together with the activities outlined above, are demonstrably to the public benefit.

Strategic report

Achievements and performance

Our achievements this year include the following:

- National Assessments took place including Foundation Stage Baseline, Year 1 Phonics screening, Key Stage 1 SATs and Year 4 Multiplication check.
- A very successful Creative Arts Week.
- Other special events included our World Book Day celebrations, Harvest Festival and Christmas and Easter services.
- Involvement in local Stotfold events.
- Musical activities included Singing performances at Christmas and at the summer fete at the church.
- KS2 children undertaking a term block of African Drumming lessons.
- An excellent sports week.
- Over £1,900 was raised for various charities including Children In Need, the Royal British Legion, Save the Children, Comic Relief, etc. Families generously supported the 'Need Project' with food donations at Harvest time.
- Our PTA were able to run a number of their usual events which were very popular, including gift shops, discos and film nights.

a. Key performance indicators

The Academy measures its success partly through a series of performance indicators. These indicators comprise:

- Academy popularity/admissions
- SATS results and other indicators of student progress
- Staff performance management
- Financial health
- Staff turnover
- SIP report
- Self-evaluation

To ensure standards are continually raised, the Academy:

- Operates a programme of lesson observations
- Carries out pupil progress meetings at least termly
- Operates a programme of learning walks / drop ins regularly
- Operates a programme of performance management / appraisal reviews for Teachers and support staff
- Tracks and tackles underachievement as indicated by a number of measures (for example, by ongoing data analysis at class, year, and key stage levels)
- Employs an external adviser (SIP)
- School Development Plan
- Critical friend Governor challenges and enquiries at FGB meetings, evidence within FGB minutes
- Self-Evaluation Document

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Strategic report (continued)

Achievements and performance (continued)

Our primary objective for 2022-23 was for our children to attain above national figures for reading, writing and mathematics across the school and to identify and meet gaps.

Work across the school has continued to focus on developing the curriculum. We offer a broad and balanced curriculum, which shows progression and depth. Curriculum leaders have continued to develop their role and have a greater understanding and awareness of their subject area across the school. This is an area we will continue to review and develop further.

The Governors consider that the following are key performance indicators for the Academy Trust:

- Pupils numbers (leading directly to the Education and Skills Funding Agency ("ESFA") funding level);
- General financial stability - aim for income to match expenditure each year;
- Percentage of income received from ESFA spent on total staff costs;
- Income per pupil;
- Staff costs as a percentage of grant income;
- Staff costs as a percentage of total costs;
- Ofsted Inspection results; and
- Capital expenditure per pupil

The Governors have been pleased that expectations for all key performance indicators listed have been successfully met during the period.

The Governors receive regular monitoring reports which are reviewed and discussed at the Resources Committee. Continual assessment against policies, aims and financial budgets is undertaken to ensure effective management of grants and funds received.

As funding is based on pupil numbers this is a key performance indicator. Pupil numbers for 2022-23 were 287. St Mary's CE Academy is a popular school and with the continual expansion of Stotfold, our numbers are increasing towards our current maximum of 300.

Another key financial performance indicator is staffing costs as a percentage of total pupil based income. For 2022/23 this was 120%. Staff costs include £52k for SMASH club which is funded by parents and also catering staff costs of £75k.

Pupil numbers are steadily increasing. Our staffing costs have risen primarily due to our staff's longevity. The Governing Body understand the need to monitor costs and to balance this with an experienced, committed and effective team who can continue to deliver an outstanding education for the pupils. We are also mindful of the value that our staff bring by ensuring excellent results year on year.

There is an ongoing increase in numbers of pupils entering St Mary's Church of England Academy, Stotfold with more complex needs and this has required that these needs must be cared for to ensure that the children thrive. The Governing Body are mindful of this and we are securing additional funding where we can, employing additional staff and developing our staff's skills to support the pupil's needs.

b. Going concern

After making appropriate enquiries, the Board of Governors has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Strategic report (continued)

Financial review

Our current roll is 287 children and our capacity is 300. This is a significant increase from 2015 when we moved from a one and a half to two form entry school. Our greatest expenditure relates to staffing as we have a number of dedicated and experienced staff, both teaching and non-teaching, who have been with us for many years. Whilst this commitment is a strength of St Mary's, it comes with a financial impact.

Significant house building work is still being undertaken in Stotfold, predominantly within St Mary's catchment area. We have seven spaces in Year 2 and eight spaces in Foundation Stage, the former due to a low birth rate and other schools are in a similar position. We continue to promote St Mary's in the community as with each child being funded around £4,000, every additional child matters.

Following lockdowns during Covid, both our catering and SMASH Club are now thriving with many children having meals and attending the SMASH Club in similar or greater numbers than before Covid.

Our local cluster of schools is part of the Central Bedfordshire Council Schools for the Future programme which is a plan to convert from a three tier to two tier schooling system. This was previously due to be in place for September 2023 then a revised date of September 2025 was set. This has now been paused following the local by-elections with area growth predictions being revisited. The original impact for St Mary's was that we would move from a Lower School setting with children between 4 and 9 years of age to a Primary School setting with children 4 to 11 years of age. This would involve an increase in our total capacity from 300 at present to 360 in 2025 and 420 in 2026. Information regarding any plan going forward is in the hands of the Local Authority but our Governing Board continue to monitor this situation as any decision will impact on both provision and the financial situation of the Academy.

a. Reserves policy

The Reserves policy is divided between restricted and unrestricted reserves. Restricted reserves are held for specific projects and purposes and unrestricted reserves are to deal with emergencies and unplanned for events. Unrestricted reserves should be sufficient to cover at least one month's running costs of the Academy.

The balance of restricted reserves excluding the fixed asset and pension reserve at 31 August 2023 is £nil and the unrestricted reserve balance (total free reserves) as at the same date £256k. The average monthly running cost of the Academy is £126,500. The additional unrestricted reserves are earmarked to cover the uncertainties in government funding alongside ever increasing staff costs. The school building is currently in good repair but a programme of maintenance and redecoration is in progress.

As with other Academies and Local Authorities, our share of the Local Government Pension Scheme is in deficit and this amounted to £44k as at 31 August 2023.

b. Investment policy

The Academy has looked at investment opportunities but feels there are currently insufficient funds to warrant an Investment Policy at this present time. A small amount of interest is currently received on cash in the Bank and it would require a large amount of funds to be invested for a significant period for any benefit to be seen.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

c. Principal risks and uncertainties

There are a number of risks and uncertainties that can impact the performance of the Academy, many of which are beyond the control of the Academy Trust. The main risks that the Academy is exposed to are summarised below. For each of these risks the probability, impact and seriousness are considered at Governor and Senior Leadership Team meetings:-

- **Operational and reputational:** The continuing success of the Academy depends on maintaining the high standing it has in the community together with the friendly, approachable ethos whilst maintaining education of the highest standard. Governors regularly review the aims and ethos of the Academy and ensure that student achievement is closely monitored.
- **Financial:** A material decrease in income could adversely affect provision. All schools are subject to standstill or reducing budgets whilst the costs of providing education, including staff on-costs in the form of Pension and National Insurance contributions are increasing.
- **Staff retention and recruitment:** There is currently little movement in staff from St Mary's but failure to retain key members of the team or recruit high quality staff with the necessary experience and commitment when vacancies occur would be considered a significant risk. Our Academic success depends on this.
- **Safeguarding and Child Protection:** The Governors continue to ensure that the highest standards are maintained and has a link Governor to oversee the operation of child protection policies and procedures, including health & safety and behaviour.
- **Government and Management:** Failure to effectively manage the Academy's finances, internal controls, compliance with legislation and regulations, statutory returns etc. Governors have undergone training to review their own effectiveness across all areas and using internal and external agents, these risks are mitigated.
- **Estate Management:** The Academy is very aware of risks posed by potential issues with both the buildings and grounds. We have appointed a Governor who has experience in this area and is active in supporting the school. Staff are trained in Health & Safety and we employ an external competent professional who undertakes regular audits and gives advice. A member of staff is responsible for and oversees the recording of all checks ensuring we have comprehensive schedule of preventative maintenance and service requirements in place. The recent RAAC (Reinforced Autoclaved Aerated Concrete) concern was looked into as soon as possible, with specialists employed to assess any risk and ensure the safety of the school fabric and community.

Fundraising

St Mary's Church of England Academy, Stotfold is very supportive of the community around it and the challenges some people face on a day to day basis. We have an active PTA who raise funds for school projects by holding events where parents and the local community can come along and enjoy many traditional activities such as quizzes and raffles. Events are held for children such as film nights, gift shops and also a sponsored bounce, where there is no pressure to raise funds but all children are treated equal and are included.

The St Mary's School Association hold regular meetings which the Head Teacher attends. They have a Chairperson, a Vice Chair, a Secretary and a Treasurer. The Treasurer reports at each meeting on the Bank account balances and ensures income and expenditure for each activity is logged appropriately. Funds are spent on activities and equipment for the children of St Mary's Church of England Academy, Stotfold with the Head Teacher providing information on needs and costings at the meetings. The Finance Coordinator invoices the Association for reimbursement once costs are known.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Fundraising (continued)

The St Mary's School Association is a registered Charity and the Treasurer ensures compliance with reporting requirements.

The Academy also supports some national days such as Remembrance Day where Poppies are available to purchase, Children In Need, Comic/Sport Relief, British Heart Foundation Wear Red Day, Save the Children Christmas Jumper Day and other events where families and children can contribute if they wish but this is optional. We have also supported local charities, such as The Need Project, with food donations. Any funds raised are accounted for and forwarded to the charity concerned intact.

The Trustees are mindful of the protection of the public, including vulnerable people and none of the activities undertaken are intrusive or persistent. There is never any undue pressure to donate.

Equal Opportunities and Disabled persons policies (Equalities Policy)

The school's policy on equal opportunities outlines the commitment of the staff and Governors of St Mary's Church of England Academy, Stotfold to ensure that equality of opportunity is available to all members of the school community. For our school, this means, not simply treating everybody the same but understanding and tackling the different barriers which could lead to unequal outcomes for different groups of students in the school. It also means celebrating and valuing the equal opportunity achievements and strengths of all members of the school community. These include:

- Students
- Teaching staff
- Support staff
- Parents/carers
- Community governors
- Multi-agency staff linked to the school
- Visitors to the school
- Students on placement

St Mary's Church of England Academy, Stotfold is an Equal Opportunities Employer and is committed to the employment of people with disabilities and guarantees an interview for those who meet minimum selection criteria. St Mary's Church of England Academy, Stotfold provides training and development for all its employees, including people with disabilities, tailored where appropriate, to ensure they have the opportunity to achieve their potential. If a St Mary's Church of England Academy, Stotfold employee becomes disabled while in our employment, St Mary's Church of England Academy, Stotfold will do its best to retain them, including consulting them about their requirements, making reasonable and appropriate adjustments, and providing alternative suitable provisions.

Employee Information Policy

St Mary's Church of England Academy, Stotfold includes two staff trustees and the Head Teacher on its board. This ensures that:

- Employees views are taken into account on decisions affecting their interests; and
- There is a common awareness on the part of all employees of all factors that affect the academy's performance.

St Mary's Church of England Academy, Stotfold also undertakes discussions with employees and their unions when making decisions that affect employee interests to ensure that employees views are reflected in decisions made and their interests are protected.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Plans for future periods

Our priority is to continually improve the teaching and learning of the children where we can show increased progress in line with our Good grading from Ofsted. Funds are being spent to support the work of the teaching staff.

With increased capacity in school, we need to maintain the popularity of St Mary's but manage the intake to ensure the quality of education is maintained and further built upon. Also that financial stability is maintained and affordability of staff and resources not compromised.

Funds held as custodian on behalf of others

Neither St Mary's Church of England Academy, Stotfold nor any of its Governors act as custodian trustee.

Energy Use and Decarbonisation

We are excited to be one of only seven schools in the country who have been chosen to be part of a Government Decarbonisation scheme pilot. A lot of work has been undertaken over the past few months with our Ground Source Heat Pump facility in its final stages of completion. A large percentage of school has also been fitted with replacement windows and doors. A new suspended ceiling with high-level roof insulation has been installed into our Foundation Stage and all other roof voids have additional insulation with the main school hall having a new warm roof installed. This project has taken over three years to come to fruition following an initial need to replace the aging school boilers.

We have also requested to be involved and been approved for a feasibility study into whether we are suitable for the installation of solar panels. This work will be undertaken over the next few months.

Everything is being funded by the DfE and will make St Mary's as low carbon as we can be.

Disclosure of information to auditor

Insofar as the Governors are aware:

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

The Governors' report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, on 30 November 2023 and signed on its behalf by:



R Thornley
Co-Chair of Governors

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNANCE STATEMENT

Scope of responsibility

As Governors, we acknowledge we have overall responsibility for ensuring that St Mary's Church of England Academy, Stotfold 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 Governors, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Governors 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 Mary's Church of England Academy, Stotfold and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' report and in the Statement of governors' responsibilities. The Board of Governors has formally met 4 times during the year.

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

Governor	Meetings attended	Out of a possible
Rev W Britt	2	4
A Matthews, Co-Chair of Governors	1	4
R Thornley, Co-Chair of Governors	4	4
S Bishop, Accounting Officer	4	4
D Flanagan	4	4
J Welch	4	4
S Steptoe	4	4
L Anderson	4	4
L Seymour	3	4
J Brown	4	4
L Cavanagh, Co-Chair of Resources Committee	3	4
C Chessum (R: 28 February 2023)	2	3
E Garside	4	4
H Almond (A: 1 March 2023)	2	2
P Jarman (A: 1 March 2023)	2	2

Governance Overview

- Head's Report for Full Governor Meetings continues to follow the four Ofsted Areas of Achievement, Teaching and Learning, Behaviour and Safety, Leadership and Management. Governors appreciate the clarity of reports and the School Development Plan is regularly updated and discussed at meetings.
- The Clerk continues to keep up to date and attend any Clerking Courses run by the NGA.
- The Heads Report, Governors Agenda and Minutes have a sharper focus on priorities.
- Matters Arising features towards the end of each meeting as a lot of areas are already on the Agenda allowing the meetings to focus on more current important points. Meetings are more productive and informative.
- Governors now ask more questions and the Clerk incorporates these into the body of all Minutes.
- Governors now attend new parents evenings and other events to liaise with and get to know parents.
- The School Council regularly meets and discusses ideas which they put to staff.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

- Learning Walks are more focused and priorities listed on the feedback forms. Governors have spoken to both staff and children about what they are particularly looking at and this has been fed back to other Governors. Book scrutinies have been undertaken.
- Governors together with the Head Teacher monitor the website to ensure this meets requirements.
- Performance Management and teaching staff pay progression has been improved with formal procedures in place.
- An accurate Action Plan is updated regularly with evidence against it on what has been implemented.
- The use and impact of Pupil Premium and Sports Premium are now more closely monitored and records are in place to reflect this.

A Governance review and Skills Audit was undertaken in the Summer Term 2022

Our Governing Board has a comprehensive and broad range of volunteers. Most Governors not only attend meetings but when unable to make a meeting and often in addition to this, will visit school to support and oversee various processes.

During the academic and financial year 2022/23, there were 58 additional visits made by Governors. These visits included financial overview, Health and Safety, Curriculum observations and discussions, Ethos, Safeguarding, Human Resources, SEND and Pupil Premium overviews from both work undertaken to the financial impact.

Our Bursar appointment means that Management Accounts are more comprehensive than at any time since becoming an Academy. They are shared on a regular basis, with Governors able to ask questions or for clarification at any time.

The Governors are very much hands on and confident that they are well informed and that funds are appropriately used for the purposes of educating the children of St Mary's in the best way possible.

The Resources Committee is a sub-committee of the main board of governors. The Resources Committee meets at least once a term but more frequent meetings are arranged if necessary.

The main responsibilities of the Resources Committee are detailed in written terms of reference which have been authorised by the governing body. The main responsibilities include:

- The initial reviews and authorisation of the annual budget;
- The regular monitoring of actual expenditure and income against budget;
- Ensuring the annual accounts are produced in accordance with the requirements of the Companies Act 2006 and the DfE guidance issued to academies;
- Authorising the award of contracts over £10,000;
- Authorising changes to the academy personnel establishment and ensure the school provides a safe educational environment.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
A Matthews (Co-Chair of Governors)	2	3
L Cavanagh (Co-Chair of Resources Committee)	3	3
C Chessum (R: 28 February 2023)	0	1
S Steptoe	3	3
L Seymour	2	3
J Brown	3	3
L Anderson	2	3
S Bishop	3	3
D Flanagan	3	3
P Jarman (A: 1 March 2023)	2	2

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 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 Governors 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:

Improving educational results:

- Teaching staff performance targets have focused on raising attainment and improving the quality of teaching, which has led to improved standards and results.
- Teaching Assistants are tasked with ensuring they are aware of all vulnerable groups and how to support them, alongside their peers.

Focus on individual pupils:

- Across both Key Stages, additional support is still given in small group settings for children of all capabilities covering those with SEN and more able children.
- Pupil Premium children all have individualised education plans and their progress and attainment is tracked.
- Termly pupil progress meetings are held between staff and Senior Leadership team to monitor individual pupil performance.
- Both our Safeguarding and SEND lead staff are given additional time to attend meetings and undertake their additional workload to ensure children receive any support that is available from the appropriate authorities.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNANCE STATEMENT (CONTINUED)

Review of value for money (continued)

Better income generation and on site activity monitoring:

- Income owed to us is recovered.
- The After School Hours Club and Children's Centre are invoiced regularly to recoup full costs of utility and consumables expenditure incurred by the academy on their behalf.
- The After School Hours Club provides term time provision only which is very successful and the Club made a very modest profit during the year. Premier Sport covers INSET days off-site.

Estates Safety and Management

- A comprehensive programme of statutory requirements to ensure the buildings and grounds are safe are undertaken.
- Events of a significant nature for example, corridor flooring replacement, are where able, planned and budgeted for and would be subject to a tendering process.
- All contracts are regularly reviewed for quality and value for money.
- We are currently undergoing a full decarbonisation process where ground source heat pumps are being installed and the fabric of the building improved. This has involved a lot of work that is covered more fully under Energy Use and Decarbonisation.

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 Mary's Church of England Academy, Stotfold for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Governors 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 Governors 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 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Governors.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Governors;
- regular reviews by the Finance and General 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;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Board of Governors has decided to employ Sylvia Palmer as internal auditor.

The Governing Board acknowledge inadequate internal scrutiny over recent years. For the September 2022 to August 2023 year, they appointed a new external qualified professional who has over five years' experience as a school bursar, eleven years' experience as a school financial adviser at a Local Authority and thirteen years in Internal Audit, including schools auditing.

The Internal Auditor's role includes giving advice on financial and other matters and performing a range of checks on the academy trust's financial and other systems. In particular the checks requested by the Board to be carried out in the current period included:

- testing of payroll systems
- testing of procurement systems
- testing of bank reconciliations
- testing of income sources through Iris PlusPay to banking and reconciliation
- testing of expenditure system and processes
- checks on fraud, theft and bribery
- checks on monthly reporting

Following the appointment of a Bursar in January 2022, an organised system is in place to ensure that Governors receive comprehensive and meaningful monthly reports. Governors are comfortable in their ability to understand the content and ask pertinent questions where needed.

On an annual basis, the internal auditor reports to the Board of Governors through the audit and risk committee on the operation of the systems of control and on the discharge of the Board of Governors' financial responsibilities.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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GOVERNANCE STATEMENT (CONTINUED)

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 reviewer;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditor;

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

Approved by order of the members of the Board of Governors and signed on their behalf by:



R Thornley
Co-Chair of Governors



S Bishop
Accounting Officer

Date: 30 November 2023

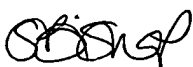
ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of St Mary's Church of England Academy, Stotfold I have considered my responsibility to notify the Academy Board of Governors and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy, under the funding agreement in place between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook 2022.

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

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



S Bishop
Accounting Officer

Date: 30 November 2023

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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STATEMENT OF GOVERNORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2023

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

Company law requires the Governors to prepare financial statements for each financial . Under company law, the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 Governors are required to:

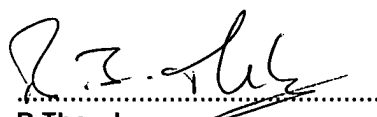
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

Approved by order of the members of the Board of Governors and signed on its behalf by:


.....
R Thornley
Co-Chair of Governors

Date: 30 November 2023

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD**

Opinion

We have audited the financial statements of St Mary's Church of England Academy, Stotfold (the 'academy') for the year ended 31 August 2023 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 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Academy 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.

Conclusions relating to going concern

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

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

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

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD (CONTINUED)**

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Governors 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 Governors' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' 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 Governors' 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD (CONTINUED)**

Responsibilities of trustees

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

In preparing the financial statements, the Governors are responsible for assessing the 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 Governors either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the academy through discussions with management, and from our knowledge and experience of the sector in which it operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the academy, including relevant DfE and ESFA guidance, the Companies Act 2006, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ST
MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD (CONTINUED)**

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.


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

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the 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 Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Alan Endersby ACA (Senior Statutory Auditor)

for and on behalf of
Streets Audit LLP
Statutory Auditor
Potton House
Wyboston Lakes
Great North Road
Wyboston
Bedford
MK44 3BZ

Date: 12/12/2023

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST MARY'S
CHURCH OF ENGLAND ACADEMY, STOTFOLD AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 8 August 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by St Mary's Church of England Academy, Stotfold during the year 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of St Mary's Church of England Academy, Stotfold's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of St Mary's Church of England Academy, Stotfold's funding agreement with the Secretary of State for Education dated 21 March 2012 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ST MARY'S
CHURCH OF ENGLAND ACADEMY, STOTFOLD AND THE EDUCATION & SKILLS FUNDING AGENCY
(CONTINUED)**

Approach

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

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

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

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

The work undertaken to draw our conclusions included:

- Review of the Academy's systems and controls to ensure effective design;
- Confirmation of satisfactory operation of controls during the year, including authorisation of invoices, payments and salary adjustments;
- Review of a sample of expenses focusing on those nominal codes considered to include transactions of a greater risk;
- Review of the reports from internal scrutiny work undertaken during the year; and
- Discussions with the finance team.

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

Streets Audit LLP

Reporting Accountant
Streets Audit LLP

Statutory Auditor
Potton House
Wyboston Lakes
Great North Road
Wyboston
Bedford
MK44 3BZ

Date: *12/12/2023*

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:						
Donations and capital grants	3	-	6,973	2,301,566	2,308,539	21,831
Other trading activities	5	154,246	-	-	154,246	125,905
Investments	6	57	-	-	57	35
Charitable activities		-	1,445,268	-	1,445,268	1,359,560
Total income		154,303	1,452,241	2,301,566	3,908,110	1,507,331
Expenditure on:						
Charitable activities		-	1,704,645	2,298,355	4,003,000	1,590,608
Total expenditure		-	1,704,645	2,298,355	4,003,000	1,590,608
Net income/(expenditure)		154,303	(252,404)	3,211	(94,890)	(83,277)
Transfers between funds	17	(214,404)	214,404	-	-	-
Net movement in funds before other recognised gains		(60,101)	(38,000)	3,211	(94,890)	(83,277)
Other recognised gains:						
Actuarial gains on defined benefit pension schemes	23	-	139,000	-	139,000	1,403,000
Net movement in funds		(60,101)	101,000	3,211	44,110	1,319,723
Reconciliation of funds:						
Total funds brought forward		316,130	(145,000)	306,314	477,444	(842,279)
Net movement in funds		(60,101)	101,000	3,211	44,110	1,319,723
Total funds carried forward		256,029	(44,000)	309,525	521,554	477,444

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 36 to 61 form part of these financial statements.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)
REGISTERED NUMBER: 07999942

BALANCE SHEET
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	13	296,525	298,436
		<u>296,525</u>	<u>298,436</u>
Current assets			
Stocks	14	9,658	10,550
Debtors	15	864,696	12,945
Cash at bank and in hand		587,842	355,438
		<u>1,462,196</u>	<u>378,933</u>
Creditors: amounts falling due within one year	16	(1,193,167)	(54,925)
Net current assets		<u>269,029</u>	<u>324,008</u>
Total assets less current liabilities		<u>565,554</u>	<u>622,444</u>
Defined benefit pension scheme liability	23	(44,000)	(145,000)
Total net assets		<u><u>521,554</u></u>	<u><u>477,444</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	17	309,525	306,314
Restricted funds excluding pension asset	17	309,525	306,314
Pension reserve	17	(44,000)	(145,000)
Total restricted funds	17	<u>265,525</u>	<u>161,314</u>
Unrestricted income funds	17	<u>256,029</u>	<u>316,130</u>
Total funds		<u><u>521,554</u></u>	<u><u>477,444</u></u>

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)
REGISTERED NUMBER: 07999942

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2023

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 32 to 61 were approved and authorised for issue by the Governors and are signed on their behalf, by:



R Thornley
Co-Chair of Governors

Date: 30 November 2023

The notes on pages 36 to 61 form part of these financial statements.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	19	(2,044,150)	102,691
Cash flows from investing activities	20	2,276,554	(5,115)
Change in cash and cash equivalents in the year		232,404	97,576
Cash and cash equivalents at the beginning of the year		355,438	257,862
Cash and cash equivalents at the end of the year	21, 22	<u>587,842</u>	<u>355,438</u>

The notes on pages 36 to 61 form part of these financial statements

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), 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 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

St Mary's Church of England Academy, Stotfold meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

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

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

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 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.

- **Donated fixed assets (excluding transfers on conversion or into the Academy)**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy's accounting policies.

1.4 Expenditure

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

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

1. Accounting policies (continued)

1.4 Expenditure (continued)

- **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.

1.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Academy; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Tangible fixed assets

Assets costing £2,000 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.

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 on a straight-line basis over its expected useful life, as follows:

Depreciation is provided on the following bases:

Land and buildings	- 2% on a straight line basis
Furniture, fittings and equipment	- 25% on a straight line basis
Computer equipment	- 5% - 25% per annum on a straight line basis

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.

1.7 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

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 15. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 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 MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

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.

1.13 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 Governors.

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 MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost 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 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

There are not considered to be any critical areas of judgement.

3. Income from donations and capital grants

	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	6,973	7,433	14,406	14,692
Capital Grants	-	22,758	22,758	7,139
Decarbonisation Funding	-	2,271,375	2,271,375	-
	<u>6,973</u>	<u>2,301,566</u>	<u>2,308,539</u>	<u>21,831</u>
<i>Total 2022</i>	<u>3,746</u>	<u>18,085</u>	<u>21,831</u>	

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

4. Funding for the Academy's charitable activities

	Restricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
DfE/ESFA grants			
General Annual Grant (GAG)	1,189,935	1,189,935	1,163,461
Other DfE/ESFA grants			
Pupil Premium	43,218	43,218	39,256
UFSM	62,962	62,962	56,719
Other income	79,843	79,843	42,569
	<u>1,375,958</u>	<u>1,375,958</u>	<u>1,302,005</u>
Other Government grants			
Local Authority grants	69,310	69,310	57,555
	<u>69,310</u>	<u>69,310</u>	<u>57,555</u>
	<u>1,445,268</u>	<u>1,445,268</u>	<u>1,359,560</u>
<i>Total 2022</i>	<u><u>1,359,560</u></u>	<u><u>1,359,560</u></u>	

5. Income from other trading activities

	Unrestricted funds 2023 £	Total funds 2023 £	<i>Total funds 2022 £</i>
Catering income	22,461	22,461	25,084
Trip income	18,285	18,285	8,745
Other income	113,500	113,500	92,076
	<u>154,246</u>	<u>154,246</u>	<u>125,905</u>
<i>Total 2022</i>	<u><u>125,905</u></u>	<u><u>125,905</u></u>	

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

6. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Short term deposits	57	57	35
<i>Total 2022</i>	35	35	

7. Expenditure

	Staff Costs 2023 £	Premises 2023 £	Other 2023 £	Total 2023 £	Total 2022 £
Direct costs	1,059,645	-	68,236	1,127,881	931,386
Allocated support costs	372,541	82,704	2,419,874	2,875,119	659,222
	1,432,186	82,704	2,488,110	4,003,000	1,590,608
<i>Total 2022</i>	1,285,627	78,719	226,262	1,590,608	

8. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Educational operations	1,127,881	2,875,119	4,003,000	1,590,608
<i>Total 2022</i>	931,386	659,222	1,590,608	

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	2023	Total funds 2023	<i>Total funds 2022</i>
	£	£	£
Staff costs	1,027,637	1,027,637	866,496
Other staff costs	5,915	5,915	3,950
Learning resources	68,236	68,236	52,251
Agency staff	21,589	21,589	5,170
Staff related insurance	4,504	4,504	3,519
	<u>1,127,881</u>	<u>1,127,881</u>	<u>931,386</u>
<i>Total 2022</i>	<u>931,386</u>	<u>931,386</u>	

ST MARY'S CHURCH OF ENGLAND ACADEMY, STOTFOLD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	2023 £	Total funds 2023 £	Total funds 2022 £
Pension finance costs	3,000	3,000	22,000
Support staff costs	372,541	372,541	413,961
Depreciation	26,980	26,980	35,265
Maintenance of premises and equipment	13,147	13,147	12,218
Cleaning	4,688	4,688	3,858
Energy costs	40,179	40,179	17,991
Rent, rates and other occupancy costs	2,488	2,488	9,027
Insurance	5,859	5,859	5,282
Catering	53,279	53,279	44,295
Legal costs	16,943	16,943	26,566
Other support costs	52,303	52,303	57,030
Governance costs	12,337	12,337	11,729
Decarbonisation expenditure	2,271,375	2,271,375	-
	<u>2,875,119</u>	<u>2,875,119</u>	<u>659,222</u>
<i>Total 2022</i>	<u>659,222</u>	<u>659,222</u>	

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2023 £	2022 £
Operating lease rentals	1,322	1,100
Depreciation of tangible fixed assets	26,980	35,265
Net interest on defined benefit pension liability	3,000	22,000
Fees paid to auditor for:		
- audit	9,900	9,000
- other services	2,100	2,340

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10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	1,053,952	889,754
Social security costs	82,815	70,887
Pension costs	263,411	319,816
	<u>1,400,178</u>	<u>1,280,457</u>
Agency staff costs	21,589	5,170
Other costs	10,419	9,546
	<u><u>1,432,186</u></u>	<u><u>1,295,173</u></u>

Staff restructuring costs comprise:

	2023 £	2022 £
Severance payments	21,569	-
	<u>21,569</u>	<u>-</u>

b. Severance payments

The Academy paid 1 severance payment in the year, disclosed in the following bands:

	2023 No.
£0 - £25,000	<u><u>1</u></u>

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10. Staff (continued)

c. Staff numbers

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

	2023	2022
	No.	No.
Teachers	12	13
Administration and support	44	41
Management	1	1
	<hr/> 57 <hr/>	<hr/> 55 <hr/>

d. Higher paid staff

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

	2023	2022
	No.	No.
In the band £60,001 - £70,000	1	1
	<hr/> 1 <hr/>	<hr/> 1 <hr/>

e. Key management personnel

The key management personnel of the Academy comprise the Governors and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £294,994 (2022 - £269,102).

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11. Governors' remuneration and expenses

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

		2023	2022
		£	£
S Bishop (Headteacher and Governor)	Remuneration	65,000 -	60,000 -
		70,000	65,000
	Pension contributions paid	15,000 -	15,000 -
D Flanagan (Staff Governor)		20,000	20,000
	Remuneration	20,000 -	25,000 -
		25,000	30,000
J Welch (Staff Governor)	Pension contributions paid	0 - 5,000	0 - 5,000
	Remuneration	40,000 -	35,000 -
		45,000	40,000
	Pension contributions paid	10,000 -	5,000 -
		15,000	10,000

During the year ended 31 August 2023, no Governor expenses have been incurred (2022 - £NIL).

12. Governors' and Officers' insurance

In accordance with normal commercial practice, the Academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000. It is not possible to quantify the governors and officers indemnity element from the overall cost of the RPA scheme.

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13. Tangible fixed assets

	Land and buildings £	Furniture, fixtures and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2022	280,013	206,515	152,683	639,211
Additions	-	9,597	15,472	25,069
At 31 August 2023	<u>280,013</u>	<u>216,112</u>	<u>168,155</u>	<u>664,280</u>
Depreciation				
At 1 September 2022	50,000	176,228	114,547	340,775
Charge for the year	5,001	17,632	4,347	26,980
At 31 August 2023	<u>55,001</u>	<u>193,860</u>	<u>118,894</u>	<u>367,755</u>
Net book value				
At 31 August 2023	<u>225,012</u>	<u>22,252</u>	<u>49,261</u>	<u>296,525</u>
At 31 August 2022	<u>230,013</u>	<u>30,287</u>	<u>38,136</u>	<u>298,436</u>

Land and buildings used by the Academy during the year are owned by the St Alban's Diocese of the Church of England and used under the terms of a supplemental agreement. In the opinion of the Governors, the terms of the supplemental agreement do not transfer the benefits of ownership to the Academy and, consequently, the value of these assets have not been recognised in the financial statements.

14. Stocks

	2023 £	2022 £
Raw materials and consumables	<u>9,658</u>	<u>10,550</u>

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15. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	-	149
Other debtors	160,921	2,195
Prepayments and accrued income	703,775	10,601
	<u>864,696</u>	<u>12,945</u>

16. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	535,579	7,686
Accruals and deferred income	657,588	47,239
	<u>1,193,167</u>	<u>54,925</u>

	2023 £	2022 £
Deferred income at 1 September 2022	33,656	30,733
Resources deferred during the year	38,557	33,656
Amounts released from previous periods	(33,656)	(30,733)
	<u>38,557</u>	<u>33,656</u>

At the balance sheet date the Academy was holding funds received in advance for free school meals.

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Unrestricted funds						
General Funds	316,130	154,303	-	(214,404)	-	256,029
Restricted general funds						
General Annual Grant (GAG)	-	1,189,935	(1,404,339)	214,404	-	-
UFSM	-	62,962	(62,962)	-	-	-
Pupil premium	-	43,218	(43,218)	-	-	-
Other DfE/ESFA grants	-	79,843	(79,843)	-	-	-
Other government grants	-	69,310	(69,310)	-	-	-
Other restricted funds	-	6,973	(6,973)	-	-	-
Pension reserve	(145,000)	-	(38,000)	-	139,000	(44,000)
	<u>(145,000)</u>	<u>1,452,241</u>	<u>(1,704,645)</u>	<u>214,404</u>	<u>139,000</u>	<u>(44,000)</u>
Restricted fixed asset funds						
Fixed assets	298,436	25,069	(26,980)	-	-	296,525
DFE group capital grants	7,191	5,122	-	-	-	12,313
Decarbonisation works	-	2,271,375	(2,271,375)	-	-	-
Private sector capital sponsorship	687	-	-	-	-	687
	<u>306,314</u>	<u>2,301,566</u>	<u>(2,298,355)</u>	<u>-</u>	<u>-</u>	<u>309,525</u>
Total Restricted funds	<u>161,314</u>	<u>3,753,807</u>	<u>(4,003,000)</u>	<u>214,404</u>	<u>139,000</u>	<u>265,525</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

17. Statement of funds (continued)

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Total funds	477,444	3,908,110	(4,003,000)	-	139,000	521,554

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

General Annual Grant - Income received from the ESFA to cover the normal running costs of the Academy. Under the funding agreement with the Secretary of State, the Academy Trust was not subject on the amount of GAG that it could carry forward as at 31 August 2023.

Universal Infant Free School Meals - Income received from the ESFA to offer free school meals to pupils in reception, year 1 and year 2.

Pupil Premium - Income received from the ESFA to improve education outcomes for disadvantaged pupils in schools in England.

Teachers Pension Grants - Income received from the ESFA to support schools with the cost of the increase in employer contributions to the teachers' pension scheme.

Other DfE/ESFA grants - This includes sports premium, recovery premium, national tutoring programme grant, supplementary grant, NQT time off and phonics moderation income.

Other government grants - This includes local authority grants.

Other restricted funds - This includes fundraisers and charitable donations with specific restrictions.

Fixed assets - This includes the total of fixed assets held at the end of the year.

DfE group capital projects - This includes grants received to be expenditure on capital items.

Private sector capital sponsorship - This includes a grant received from a charity.

General funds - This includes fundraising, catering income and club income.

Transfer between funds of £214,404 - This relates to the use of unrestricted funds to support the Academy's educational activities.

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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 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Unrestricted funds						
General Funds	234,227	125,940	-	(44,037)	-	316,130
Restricted general funds						
General Annual Grant (GAG)	-	1,163,461	(1,207,498)	44,037	-	-
UIFSM	-	56,719	(56,719)	-	-	-
Pupil premium	-	39,256	(39,256)	-	-	-
Other DfE/ESFA grants	-	42,569	(42,569)	-	-	-
Other government grants	-	57,555	(57,555)	-	-	-
Other restricted funds	-	3,746	(3,746)	-	-	-
Pension reserve	(1,400,000)	-	(148,000)	-	1,403,000	(145,000)
	<u>(1,400,000)</u>	<u>1,363,306</u>	<u>(1,555,343)</u>	<u>44,037</u>	<u>1,403,000</u>	<u>(145,000)</u>
Restricted fixed asset funds						
Fixed assets	321,412	-	(35,265)	12,289	-	298,436
DFE group capital grants	1,395	7,139	-	(1,343)	-	7,191
Decarbonisation works	687	10,946	-	(10,946)	-	687
	<u>323,494</u>	<u>18,085</u>	<u>(35,265)</u>	<u>-</u>	<u>-</u>	<u>306,314</u>
Total Restricted funds	<u>(1,076,506)</u>	<u>1,381,391</u>	<u>(1,590,608)</u>	<u>44,037</u>	<u>1,403,000</u>	<u>161,314</u>

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17. Statement of funds (continued)

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2022 £</i>
Total funds	(842,279)	1,507,331	(1,590,608)	-	1,403,000	477,444

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	296,525	296,525
Current assets	277,598	1,171,598	13,000	1,462,196
Creditors due within one year	(21,569)	(1,171,598)	-	(1,193,167)
Provisions for liabilities and charges	-	(44,000)	-	(44,000)
Total	256,029	(44,000)	309,525	521,554

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	298,436	298,436
Current assets	371,055	-	7,878	378,933
Creditors due within one year	(54,925)	-	-	(54,925)
Provisions for liabilities and charges	-	(145,000)	-	(145,000)
Total	316,130	(145,000)	306,314	477,444

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19. Reconciliation of net expenditure to net cash flow from operating activities

	2023 £	2022 £
Net expenditure for the year (as per Statement of financial activities)	(94,890)	(83,277)
Adjustments for:		
Depreciation	26,980	35,265
Capital grants from DfE and other capital income	(2,301,566)	(7,139)
Interest receivable	(57)	(35)
Defined benefit pension scheme cost less contributions payable	35,000	126,000
Defined benefit pension scheme finance cost	3,000	22,000
Decrease/(increase) in stocks	892	(3,989)
(Increase)/decrease in debtors	(851,751)	16,563
Increase/(decrease) in creditors	1,138,242	(2,697)
Net cash (used in)/provided by operating activities	(2,044,150)	102,691

20. Cash flows from investing activities

	2023 £	2022 £
Dividends, interest and rents from investments	57	35
Purchase of tangible fixed assets	(25,069)	(12,289)
Capital grants from DfE Group	2,301,566	7,139
Net cash provided by/(used in) investing activities	2,276,554	(5,115)

21. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand and at bank	587,842	355,438

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

22. Analysis of changes in net debt

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	355,438	232,404	587,842
	<u>355,438</u>	<u>232,404</u>	<u>587,842</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 Bedford Borough Council. Both are multi-employer defined benefit schemes.

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

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

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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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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 specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

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

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the year amounted to £112,905 (2022 - £104,377).

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 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 2023 was £144,000 (2022 - £110,000), of which employer's contributions totalled £116,000 (2022 - £89,000) and employees' contributions totalled £ 28,000 (2022 - £21,000). The agreed contribution rates for future years are 22.1 per cent for employers and varying per cent for employees.

As described in note the LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

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.

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23. Pension commitments (continued)

Principal actuarial assumptions

	2023	2022
	%	%
Rate of increase in salaries	3.90	3.95
Rate of increase for pensions in payment/inflation	2.90	2.95
Discount rate for scheme liabilities	5.30	4.25

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

	2023	2022
	Years	Years
<i>Retiring today</i>		
Males	21.1	22.0
Females	23.9	24.4
<i>Retiring in 20 years</i>		
Males	22.1	22.9
Females	25.5	26.1

Sensitivity analysis

	2023	2022
	£000	£000
Discount rate +0.1%	33	44
Discount rate -0.1%	(34)	(45)
Mortality assumption - 1 year increase	(51)	(58)
Mortality assumption - 1 year decrease	49	56
CPI rate +0.1%	(33)	(41)
CPI rate -0.1%	32	40

Share of scheme assets

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23. Pension commitments (continued)

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

	At 31 August 2023 £	At 31 August 2022 £
Equities	1,179,000	1,099,000
Bonds	338,000	417,000
Property	274,000	255,000
Other assets	72,000	67,000
Total market value of assets	1,863,000	1,838,000

The actual return on scheme assets was £69,000 (2022 - £(10,000)).

The amounts recognised in the Statement of financial activities are as follows:

	2023 £	2022 £
Current service cost	148,000	213,000
Interest income	80,000	(30,000)
Interest cost	(83,000)	52,000
Total amount recognised in the Statement of financial activities	145,000	235,000

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

	2023 £	2022 £
At 1 September	1,983,000	3,187,000
Current service cost	148,000	213,000
Interest cost	83,000	52,000
Employee contributions	28,000	21,000
Actuarial gains	(261,000)	(1,441,000)
Benefits paid	(74,000)	(49,000)
At 31 August	1,907,000	1,983,000

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23. Pension commitments (continued)

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

	2023 £	2022 £
At 1 September	1,838,000	1,787,000
Interest income	80,000	30,000
Actuarial losses	(122,000)	(38,000)
Employer contributions	116,000	89,000
Employee contributions	28,000	21,000
Benefits paid	(74,000)	(49,000)
Administration expenses	(3,000)	(2,000)
At 31 August	1,863,000	1,838,000

24. Operating lease commitments

At 31 August 2023 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	2,112	1,322

25. Members' liability

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

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26. Related party transactions

Owing to the nature of the Academy and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the governors have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA 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.

During the year, services of £nil (2022: £1,167) were provided to the Academy by ASC Electrical Contractor Limited. The company is run by the spouse of one of the Governors, L Cavanagh. All services were provided at cost, as required by the Academy Trust Handbook.

During the year ended 31 August 2023, the Academy employed the daughter of D Flanagan (Governor and School Business Manager) as a learning support assistant for one term. The total cost to the Academy was £6,586.

Finally, income was received from Poppies Nursery during the year which is an entity run by the mother of S Rowland (Assistant Head Teacher). Total income received from Poppies Nursery since S Rowland's appointment as Assistant Head Teacher on 19 April 2023 was £1,673.

Details of governors' remuneration and expenses are disclosed in note 11.