

**KINGS NORTON GIRLS' SCHOOL
(A Company Limited by Guarantee)**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 AUGUST 2024

***Company Limited by Guarantee
Registration Number: 07563329
(England & Wales)***

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, GOVERNORS AND ADVISORS

Members	J Abbott U Doerry P Fellows K Ward P Webb
Governors	J Abbott S Bennett N Bi J Couperthwaite (resigned 11 Jul 24) D Longworth N Raggett K Reynolds A Kerks (known as Sophia) D Sembuuze (appointed 27 Feb 2023) A Stamboulis I Yildiz P Young
Company secretary	D Wilson
Senior management team	N Raggett, Headteacher L Shakespeare, Deputy Headteacher T Charlett, Deputy Headteacher (appointed 1 Jan 2024) previously Assistant Headteacher C Skinner, Business Manager L Hawksworth, Assistant Headteacher (resigned 31 Aug 2024) Ross Currie, Assistant Headteacher (appointed 1 Sept 2024) G Woodward, Assistant Headteacher
Company registered number	07563329
Company name	Kings Norton Girls' School
Principal and registered office	Selly Oak Road Birmingham B30 1HW
Independent auditor	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND
Bankers	Lloyds Bank plc 798 Bristol Road South Birmingham B31 2NP
Solicitors	Browne Jacobson LLP Victoria Square House Victoria Square Birmingham B2 4BU

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024

The Governors present their annual report together with the financial statements and auditor's report of the charitable company for the period from 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a Governors' report and a Directors' report, including a strategic report, under company law.

The Trust operates as an Academy Trust for pupils aged 11 to 19 serving a catchment area of Kings Norton and surrounding areas, with a pupil capacity of 1,075 and 1,061 (2023: 1,075 and 1,053) pupils currently enrolled based on the May 2024 Census.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Trust.

The Governors are also the Directors of the charitable company for the purposes of company law. The charitable company operates as Kings Norton Girls' School & Sixth Form.

Details of the Governors who served throughout the year and to the date the approval of this report and the financial statements are included in the Reference and Administrative Details on page 3.

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.

Governors' Indemnities

The Academy Trust maintains governors' and officers' liability insurance which give appropriate cover for any action against the governor which, by virtue of law, would otherwise attach them in respect of any negligence, default or breach of duty which they may be guilty in relation to the Academy Trust. Such indemnity will not apply to any act or omission which the governors knew to be in breach of Trust or breach of duty which was committed by the governors in reckless disregard to whether it was a breach of duty or which was not nor will such indemnity extend to the costs of any unsuccessful defence to a criminal prosecution brought against the governors in their capacity as directors of the Academy Trust.

Method of Recruitment and Appointment or Election of Governors

The Trust shall have the following Governors, as set out in its Articles of Association and funding agreement:

- up to 10 Governors who are appointed by the Members;
- between 2 and 7 Parent Governors who are elected by parents of registered pupils at the Academy Trust;
- up to 2 Staff Governors and
- the Headteacher who is treated for all purposes as being an ex-officio Governor.

Governors are appointed for a 4 year period, except that this time limit does not apply to the Headteacher. Subject to remaining eligible to be a particular type of Governor, any Governor can be re-appointed or re-elected. When appointing new Governors, the Board of Governors will consider the skills and experience mix of existing Governors in order to ensure the Board of Governors has the necessary skills to contribute fully to the Academy Trust's ongoing development.

Policies and Procedures Adopted for the Induction and Training of Governors

The training and induction provided for new Governors will depend upon their existing experience but will always include a tour of the School and a chance to meet staff and pupils. All Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents they will need to undertake their role as Governors. All new Governors also have the opportunity to undertake National Governor Association training and all Governors receive regular National Governor Association updates. As there are normally only a few new Governor appointments each year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by various external organisations as appropriate.

A bespoke governance development program is operated throughout the year which allows Governors to meet informally as a team or as part of the agenda in full board or committee meetings for training. This enables Governors to keep updated on relevant developments impacting on their roles and responsibilities, and to contribute to the strategic leadership and direction of the Academy Trust.

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Organisational Structure**

The Governors are responsible for setting general policy, adopting an annual development plan and budget, approving the annual statutory accounts, monitoring the Academy Trust by the use of budgets and other data, and making the major decisions about the direction of the Academy Trust, capital expenditure and staff appointments.

The Board of Governors normally meet 4 times each year. The Board of Governors establishes an overall framework for the governance of the Academy Trust and determines membership, terms of reference and procedures of Committees of the Board of Governors and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings and through direct reporting from the elected Chair of each Committee. The Board of Governors may from time to time establish working groups to perform specific tasks over a limited timescale.

There are 4 Committees of the Board of Governors as follows:

- Standards Committee
- Resources Committee
- Pay Committee
- Admissions Committee

Each committee has its own terms of reference detailing the responsibilities discharged to it and the following decisions are reserved to the full board of Governors:

- to consider any proposals for changes to the status or constitution of the Academy Trust and its committee structure;
- to appoint or remove the Chair and / or Vice Chair; and
- to appoint the Headteacher

The Governors have devolved the day to day management of the Academy Trust to the Senior Leadership Team ('SLT'), which is led by the Headteacher. The SLT comprises the Headteacher, two Deputy Headteachers the Business Manager (who is the Academy's Chief Financial Officer, CFO) and two Assistant Headteachers and one Associate Assistant Headteacher. The Headteacher is the Academy Trust's Accounting Officer and has overall responsibility for the day to day financial management of the Academy Trust. The SLT implements the policies laid down by the Governors and reports back to them on performance.

Arrangements for Setting Pay and Remuneration of Key Management Personnel

The Governors consider the Board of Governors and the senior management team to comprise the key management personnel of the Academy Trust in charge of directing and controlling, running and operating the Academy Trust on a day to day basis. All Governors give of their time freely and no Governor received any remuneration in the current or prior year, other than those Governors who are also employees of the Academy Trust. Details of Governors' remuneration and expenses are disclosed in note 10 of the financial statements respectively.

The pay of the senior management team is reviewed annually by the Pay Committee in line with the Academy Trust's pay and remuneration policy and by reference to published pay scales for both teaching and support staff and the annual performance management process adopted by the Academy.

Trade Union Facility Time

Relevant union officials	Number of Employees
Number of employees who were relevant union officials during the relevant period	3
Full-time equivalent employee number	100
Percentage of time spent on facility time	
Percentage of time	
0%	-
1%-50%	3
51%-99%	-
100%	-
Percentage of pay bill spent on facility time	
Total cost of facility time	£3,924
Total pay bill	£6,024,252
Percentage of total pay bill spent on facility time	0.07%

Paid trade union activities

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

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GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Related Parties and Other Connected Charities and Organisations**

The Kings Norton Girls' School Fund is an unrestricted fund operated by the Trust. The fund makes donations and contributions to support particular projects and facilities of the Academy Trust and its students and is therefore treated as a related party of the Academy Trust for the purposes of the financial statements.

The Academy has a reciprocal arrangement in place with St Teresa of Calcutta MAC to provide Internal Scrutiny/Responsible Officer services for both Trusts. The Academy has provided financial management and budgeting support to Hall Green School in the period under a service level agreement.

The school has strong links with the South Area Network of schools, Birmingham University and Bishop Challoner Training Schools Alliances. These relationships allow the school to be a provider of support for other institutions, primary and secondary, at leadership and subject management levels. Succession planning initiatives and wider opportunities for professional development and career progression are integral to the work of the school across these networks and provide mutual benefits for all involved.

Nicola Raggett, Headteacher and AO acted as a Governor at REACH during the period. All relevant transactions have been reported to the ESFA in line with the Academy Trust Handbook. There are no related parties or connected organisations which either control or significantly influence the decisions and operations of the Academy Trust.

Engagement with Employees (including Disabled Persons)

The Academy Trust's policy is to consult and discuss with employees, through unions, staff councils and at meetings, matters likely to affect employees' interests. Information about matters of concern to employees is given through information bulletins, reports and meetings which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the Academy Trust's performance.

During employment, the Trust seeks to work with employees, taking into account their personal circumstances, to ensure appropriate training, development and advanced employment opportunities are available to them to reach their full potential.

The Governors have supported staff to complete a number of professional qualifications in the year including:

- 4 teaching staff have completed the NPQLT

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Academy Trust continues and that the appropriate training is arranged. It is the Academy Trust's policy that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

OBJECTIVES AND ACTIVITIES**Objects and Aims**

The principal objects of the Academy Trust, as set out in its Articles of Association, are to:

- advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school, offering a broad and balanced curriculum

The aims of the Academy Trust during the year ending 31 August 2024 are summarised below:

- to provide an environment for learning in which everyone flourishes both personally and academically

At KNGS we will:

- open a world of opportunities, demonstrating respect and courage in order to flourish
- foster a joy of learning and respect for equality and diversity
- recognise and celebrate achievement and instil pride in success
- provide opportunities to become independent and resilient in the face of challenges
- cultivate a sense of own self-worth through involvement and enrichment
- contribute to and benefit from the richness of the community in which we belong

Objectives, Strategies and Activities

The Academy strives to "open a world of opportunities" for all students. It engages all students, staff and governors to embrace our values; demonstrating courage and respect in order to flourish. The key priorities for the period are contained in the Academy Trust's Development Plan which is available from the Headteacher.

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Objectives, Strategies and Activities (cont'd)**

The key activities of the Academy Trust for the year ended 31 August 2024 were focused as follows:

- **Quality of education**
 - To ensure all staff and students can confidently articulate curriculum intent
 - To ensure consistency of implementation by embedding principles and actions
 - Progress and attainment of disadvantaged and SEND students
 - Ensure corporate responsibility for Reading and SEND
 - Academic interventions are timely impactful, recorded, analysed and evaluated to inform next steps
 - Reducing in school variation
 - Ensure accuracy and consistency of moderation and use of data
- **Behaviour and attitudes**
 - Improve attendance
 - Ensure the BFL policy is clear to all and consistently applied and recorded
 - Pastoral interventions are timely impactful, recorded, analysed and evaluated to inform next steps
- **Personal development**
 - All students have a sense of belonging to KNGS
 - Increase the profile of CEIAG with all stakeholders
 - Re-established opportunities to engage with the community
 - To ensure all staff and students can confidently articulate curriculum intent in personal development and PSHE
 - Extend the focus of equality and diversity
 - Participation in enrichment, student leadership and co-curricular activity continues to grow
- **Leadership and management**
 - Leaders have a clear and ambitious vision and a focus on improvement.
 - Actively seek opportunity to participate in Peer reviews and explore wider cross school collaborations.
 - Embed the new self-review processes
 - Strengthen Governor faculty links
- **Sixth Form**
 - Data led priorities driven by outcomes of year 12 and public exams
 - Provide expanded Pastoral and SEMH support to 6th form students
 - Develop and implement strategic approach to enrichment to build a culture of 'everyone's involved'

Public Benefit

The Academy Trust aims to advance for the public benefit education in Kings Norton and the surrounding area, offering a broad curriculum and an excellent education environment for its students.

The Governors confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy Trust's aims and objectives and in planning its future activities.

STRATEGIC REPORT**Achievements and Performance**

The Academy Trust continues to evolve and to adapt to the ever-changing educational environment. The Trust is in its 14th year of operation since conversion to an Academy Trust. The total number of pupils in the year ended 31 August 2024 was 1,053 but this has moved to 1,077 at the October 2024 census due to the continued demand for places at the Academy Trust including the request from Birmingham City Council to admit an additional 5 pupils into year 7.

The Academy Trust is committed to continual improvement, which is achieved in a number of ways, including improvement planning, review meetings, continual professional development, lesson observations, performance management, self evaluation, data analysis and action planning. The particular achievements and performance of the Academy Trust during the year ended 31 August 2024 were as follows:

- Applications to attend the school, both in the lower school and Sixth Form, continue to be strong. We received 824 applications for 160 places into Year 7 for September 2024 entry and 444 applications for 140 Year 12 places.

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Achievements and Performance (cont'd)**

- GCSE results saw 66.3% of students achieving grades 5 and above in English & maths (national 45%) and 81.3% of students achieving grades 4 and above in English & maths (national 65%).
- Progress 8 for GCSE was +0.57, this well above the national average.
- A Level results saw an APS of 40.05 or B against a national score of 35.39 a B-. 36.2% of students achieved A*-A grades (national 27.6%), 67.9% of students achieved A*-B grades (national 53.6%) and 100% achieved A*-E grades (national 97.1%).
- Post 18 destinations saw 63% of our students going to university, with 62% entering Russell Group universities and 3 students going to Oxbridge.
- Extra-curricular clubs continue to operate successfully in school covering various interests and activities engaging students from all year groups including the introduction of Wellbeing Ambassadors from our Sixth Form student body. Culture Day saw all students taking part in a vibrant celebration of cultures from around the world including traditional costume and a talent show. Students also took part in a mock election at the beginning of July with their outcomes reflecting the choice of the nation!
- Trips and events reached a post pandemic peak with huge amounts of work and energy put into them by many members of teaching and support staff which embedded the previous year's plan to engage students from year 7 to Year 13, this included the Student leadership Group agreeing to investing £10,000 from the School Fund in supporting disadvantaged students in participating in whole year group trips including reward events to Drayton Manor at the end of the school year.
 - Yr7 went to the National Space Centre on the classic Science Trip, the Stronger Together Festival at Queensbridge school and went to the theatre to see A Midsummer's Night Dream.
 - Yr8 joined Yr9 to see The Lion, The Witch & The Wardrobe at the theatre, attended Forward Thinking visits to Birmingham University, enjoyed a day at Dudley Zoo and enjoyed both the Ski Trip and a brilliant cultural trip to France.
 - Yr9 saw theatre performances of Romeo & Juliet and The Lion, The Witch & The Wardrobe. They have also experienced The Brilliant Club
 - Yr10 were busy with Duke of Edinburgh Award including the expedition as well as visits to Bletchley Park and Carding Mill. They also enjoyed activities at Blackwell Adventure and took part in an Art & Design Taster session at South & City College and visited Oxford University. They were able to benefit from a cultural trip to Barcelona on top of all of this.
 - Sixth Form students experienced many European trips to Cern (Switzerland), Berlin & Barcelona for various curriculum related and cultural experiences. They went to the Imperial War Museum, saw The Merchant of Venice in Stratford, attended university visits to Birmingham & Cambridge, undertook field-work trips to Yorkshire, visited London for a photography & textiles trip and participated in the Young Enterprise Scheme reaching the regional finals.
- 2024 saw the reintroduction of the school performance which was Sister Act. The show went on for a record 4 nights and was a huge success. We held a Christmas Concert, our Flute Ensemble performed at Symphony Hall in Birmingham and our talented musical students put on a Musical Showcase in school.
- Year 10 and 12 were able to go out into the world of work and complete work experience and we are grateful to the employers that supported their placements.
- We welcomed Year 6 students and their families for transition events to enable them to say hello to life at KNKS and we said goodbye to our wonderful Year 11 and 13 students at their respective Leavers' prom and ball.
- We welcomed alumni of 60 years back to KNKS to share stories and experiences with our students.
- The school fete took place and saw all form groups running stalls and a talent show raising over £1,000 towards the school fund – spending of which will be overseen by the Student Leadership Group.
- The SEN team have arranged a number of socials for our hearing-impaired students both on site and at other schools. They have also held parent coffee mornings, a fund raiser for Dyslexia awareness, welcomed The Dog Mentor into school and run a wellbeing for exams workshop for Yr11.
- The school was successful in being awarded the Condition Improvement Funding grant that it applied for in the year. The £689k grant (plus a £121k contribution from school reserves) will see the failing Pastoral Block fully replaced.

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Key Performance Indicators**

The Academy Trust uses a number of benchmarks or performance indicators to evaluate its financial performance and drive budgetary control and monitoring.

A key financial performance indicator for the Trust is the level of reserves held at the balance sheet date and, in particular, the amount of unrestricted reserves plus restricted income reserves at year end. At 31 August 2024, the balance of the unrestricted and restricted income reserves was £1,260,000 (2023: £1,189,000), which is after transfers of £170,000 to the restricted fixed asset fund to fund capital expenditure during the year. Further details on the level of reserves held by the Academy Trust are set out in the Reserves Policy section below.

As the majority of the Academy Trust's funding is based on student numbers, student numbers is also a key performance indicator. The total number of students during the year ended 31 August 2024 were 1,074 which is very close to the Trust's capacity of 1,075.

Staffing costs are another key performance indicator for the Academy Trust and the percentage of total staff costs to total educational grant funding (being GAG funding plus other operating educational grants from the ESFA and / or Local Authority) for the year was 83.6% (2023: 84.7%), while the percentage of staff costs to total costs (excluding depreciation and LGPS FRS102 pension cost charges) was 98.0% (2023: 96.5%).

Going Concern

After making appropriate enquiries, the Board of Governors has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence to 31 December 2024. From 1 January 2025 the Academy Trust expects to transfer its, assets, liabilities and educational operations to West Midlands Academy Trust when the Academy Trust will no longer be a going concern. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies within the financial statements.

Promoting the Success of the Academy Trust

The Governors have acted in the way which they consider, in good faith, promotes the success of the Academy Trust for the benefit of its pupils and their parents, the Department for Education and the Education and Skills Funding Agency as principal funders and regulators, its suppliers and local wider school community as a whole, and in doing so have given regard to (amongst other matters):

The likely consequences of any decision in the long term and our impact on the community

With a highly committed and dedicated workforce, the Academy Trust takes great pride in listening to what our students, parents and local community want and continues to provide the level of education outcomes and results that they have come to expect. The Academy Trust continues to evolve and to adapt to the ever-changing educational environment, leading to the continued increase in the awareness of the Academy Trust's overall activities and educational performance. This is borne out through the constructive and ongoing conversations with other settings around the formation of a multi-Academy Trust.

As an educational focused charitable organisation, public benefit is also at the heart of all we do. The details in the "Objectives and Activities" and "Achievements and Performance" section of the Governors' report above provide full details of the impact of our activities and our achievements for the year.

Our people

The Academy Trust's key asset is its people. It employs over 140 staff, including agency and casual workers, and it is only through the combined effort of this workforce, together with our supporters, that we can change the lives of the children under our care. The Academy Trust encourages the involvement of all employees in decision making processes that impact on them directly and further details on our engagement with our people is detailed in the "Engagement with Employees (including Disabled Persons)" section of the Governors' report above.

The need to foster the company's business relationships with suppliers, customers and others

With respect to suppliers, the Academy Trust's policy for the payment of suppliers is to agree to terms of payment in advance in line with normal commercial practices and, provided a supplier performs in accordance with the agreement, to abide by such terms.

In addition to our students, parents, suppliers and wider local community, the Governors also recognise the importance of their relationship with the DfE and the ESFA, as principal funders, regulators and stakeholders. The Governors are committed to the effective engagement with the DfE and the ESFA (and their representatives) are recognise that its success depends on the Governors and senior management's ability to engage with them effectively and to work with them constructively, considering their guidance and best practice initiatives, whilst also working in line with the specific requirements of the Academy Trust's funding agreement and the Academies Trust Handbook.

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Promoting the Success of the Academy Trust (cont'd)**The impact of the company's operations on the environment

The Academy Trust is also committed to contributing towards combating the threat of climate change by using energy efficient measures to reduce CO2 emissions throughout its buildings, facilities and operations wherever possible within the restrictions that the property presents.

Maintaining a reputation for high standards

The Academy Trust has been in existence for 14 years, and is committed to continual improvement, which it achieves in a number of ways, including improvement planning, review meetings, continual professional development, lesson observations, performance management, self-evaluation, data analysis and action planning. The Academy Trust continues to develop strategies to maintain and grow its student base, and will be joining West Midlands Academy Trust from 1 January 2025 to develop these strategies further.

Our Members

The Governors are committed and openly engaged with our Members through the active involvement and effective dialogue with them, including an Annual General Meeting. The Members are actively engaged in understanding our strategy and vision for the future, our culture and ethos, our people and our educational performance and standards.

FINANCIAL REVIEW

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

The Academy Trust also receives grants for fixed assets from the ESFA and other organisations / funders and these are shown as restricted fixed asset funds in the Statement of Financial Activities. The balance of the restricted fixed asset fund is reduced by the depreciation charges on the assets acquired using these funds.

For the year ended 31 August 2024, the Academy Trust's total income (excluding capital grants) was £7,338,000 (2023: £6,927,000) while the total expenditure (excluding depreciation and LGPS FRS102 pension credit) was £7,097,000 (2023: £6,581,000), resulting in a net surplus for the year of £241,000 (2023: £346,000 surplus).

The balance of reserves at 31 August 2024, excluding the restricted fixed asset funds and LGPS liability fund was £1,260,000 (2023: £1,189,000).

The net book value of fixed assets at 31 August 2024 were £11,584,000 (2023: £11,143,000). The fixed assets held by the Academy Trust are used exclusively for providing education and associated support services to the pupils of the Academy Trust.

Included within the Academy's balance sheet at year end is a defined benefit pension scheme balance of £Nil (2023: £100,000 deficit), which arises from the Local Government Pension Scheme ("LGPS") that is attributable to the Academy. Further details regarding the LGPS balance at 31 August 2024 are set out in note 27 to the financial statements.

The key financial policies reviewed and adopted during the period included the Financial Procedures Policies and Manual, which lays out the framework for the Academy Trust's financial management, including financial responsibilities of the Board of Governors, Headteacher, managers, budget holders and other staff, as well as the delegated authorities for spending. The other financial policies reviewed and adopted during the period included Charges and Lettings, Asset Management and Insurance.

Reserves Policy

The Governors review the reserve levels of the Academy Trust annually. This review encompasses the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors also take into consideration the future plans of the Academy Trust, the uncertainty over future income streams and other key risks identified during the risk review.

The Governors have determined that the appropriate level of free cash reserves should be approximately six weeks of staffing costs (equivalent to £600,000).

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Reserves Policy (cont'd)**

The balance is to provide sufficient working capital to cover delays between spending and receipts of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance along with contributions to CIF grants to planned maintenance requirements of the school.

The Academy Trust's current level of free reserves at 31 August 2024 is £1,260,000 (2023: £1,189,000) that is, total funds less the amount held in fixed assets and LGPS liability.

Although the current level of free reserves is above the target level identified above, the Governors expectation is that these reserves will be utilised over the next few years to fund the ongoing development, including the need to retain key staff in light of the increasing cost pressures in future years. They will also be used to repay the CIF loan of £102,000 (2023: £119,000) in relation to the Sixth Form Block that opened in February 2020 as well as the CIF loan of £121k obtained by the Trust to support the rebuilding of the Pastoral Block that is due for completion in September 2024 with repayments starting midway through the academic year. It will also be used to fund future contributions to capital projects as identified in the Estate Management Plan.

The value of the restricted fixed asset fund at 31 August 2024 is £11,168,000 (2023: £11,042,000), which is represented by the fixed assets that are used exclusively for providing education and associated support services to the students of the Trust and loans from the ESFA received for the purchase of fixed assets. These funds can only be realised by disposing of the associated tangible fixed assets.

The pension reserve fund has a balance at 31 August 2024 of £Nil (2023 : £100,000 deficit), which represents the deficit in the LGPS at the balance sheet date. The effect of the LGPS deficit is that Academy Trust is required to make additional pension contributions over a number of years in order to fund the deficit. These additional pension contributions will be funded from the Trust's annual recurring income, which may significantly impact its ability to continue to deliver its educational outcomes with the available public funding it receives. The Governors have noted however that the Government has provided a guarantee that in the event of an Academy closure, any outstanding LGPS liabilities would be met by the Department for Education.

Investment Policy

All funds surplus to immediate requirements are invested to optimal effect by the Academy Trust with the objective of ensuring maximum return on assets invested but with minimal risk. On a daily basis this is achieved by automatic transfer of surplus funds to an overnight deposit account with the Academy Trust's principal bankers. Where cash flow allows, sums in excess of £100,000 may be invested on deposit for extended periods with the Academy Trust's principal bankers or other reputable financial institutions.

The school continues to operate a 32 day notice bank account to ring fence funds for any emergency capital expenditure requirements. In the period, it has also opened a 95-day notice account to take advantage of strong interest rates available on the market and maximise the passive income that can be generated for the Trust.

Principal Risks and Uncertainties

The Governors have assessed the major risks to which the Academy Trust is exposed, especially in the operational areas, such as teaching, health & safety, safeguarding and school trips, and in relation to the control of finances and strategic development of the Trust. They have introduced systems, including operational procedures and internal financial controls in order to minimise risk and have agreed a Risk Management Strategy and Risk Management Plan, which incorporates a Risk Register.

Where significant financial risk still remains, the Governors have ensured the Academy Trust has adequate insurance cover in place. The Risk Management Plan is constantly reviewed in light of any new information and formally reviewed annually.

The principal risks and uncertainties facing the Academy Trust are as follows:

Educational

The continuing success of the Academy Trust is dependent on continuing to attract student applicants in sufficient numbers by maintaining the highest educational standards across all key stages. To mitigate this risk, the Governors ensure that student success and achievement are closely monitored and reviewed, with corrective actions embedded at an early stage, and that relationships and partnerships with parents, the local community and other organisations and groups are maintained and are effective in producing a cohesive and supportive community.

The Governors have been considering the development of a multi-Academy Trust and have looked at and will continue to research potential partners for such an opportunity.

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Safeguarding and child protection**

The Governors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and behaviour for learning.

Financial

The Academy Trust has considerable reliance on continued Government funding through the ESFA (and Local Authority). In the year, approximately 98% of the Academy Trust's income was ultimately Government funded. Whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms, particularly in light of continuing changes in the National Funding Formula for schools and new grants that are rolled into the General Annual Grant.

Continuing increases in employment costs due to the stable and experienced staffing body of the Trust and premises costs will also continue to place significant pressure on the Trust's financial position and its ability to deliver balanced budgets in the future. The economic environment continues to represent a risk to the finances of the school due to continuing inflationary pressures on supplies and services. The resulting costs will continue to be extremely challenging over the next 12 months.

The Governors examine the financial health of the Academy Trust formally at every Resources Committee meeting, reviewing performance against budgets and overall expenditure with update reports at all full board meetings. At the balance sheet date, the Academy Trust had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on the Academy Trust's liquidity. The Governors recognise that the LGPS deficit represents a significant potential liability to the Academy Trust. However, as the Governors consider the Academy Trust is able to meet its known annual contribution commitments for the foreseeable future, the risk from this liability is minimised.

Staffing

The success of the Academy Trust is reliant on the quality of its staff, so the Governors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning. Recruitment and retention are increasingly challenging when it comes to both teaching and support staff; the Academy Trust is using financial incentives to recruit and retain the best people as appropriate.

Failures in governance and / or management

The risk in this area arises from the potential failure to effectively manage the Academy Trust's finances, internal controls, compliance with regulations and legislation, statutory returns etc. The Governors continue to review and ensure appropriate measures are in place to mitigate these risks, which includes those relating to fraud and mismanagement of funds.

Estate Management

The board of Governors has a strategic Estate Management Plan in place to ensure that the Trust's estate is safe, well maintained and complies with relevant regulations. Good Estate Management for Schools (GEMS) underpins the Academy's approach to site compliance. The Business Manager holds IOSH accreditation and both the Business Manager and Site Manager have completed Asbestos Awareness and Management training. The Academy undertakes a 5-yearly Condition Survey and has already had its second round of Condition Data Collection completed by the ESFA with a net capacity survey planned for Autumn 2024.

Fraud and mismanagement of funds

The Academy Trust has engaged Collette Burge, Chief Finance Officer from St Teresa of Calcutta MAC as responsible officer to perform a program of work aimed at checking and reviewing the financial systems and records as required by the Academies Trust Handbook. All finance staff receive training to keep them up to date with financial practice requirements and to develop their skills in this area.

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Fundraising**

The Academy Trust raises funds for specific projects that will enhance the learning experience and environment for existing and future students, where funds cannot be accessed via existing channels such as government education funding. Fundraising is primarily undertaken by staff or students; no professional fundraisers or commercial participators work with the Trust currently. Fundraising is undertaken in line with the Fundraising Regulator's Code of Fundraising Practice and is monitored by the central finance function of the Trust. The Academy Trust is mindful of the requirement to protect the public, particularly vulnerable people, from unreasonably intrusive or persistent fundraising approaches or undue pressure to donate. No complaints have been received in respect of fundraising activities, the general complaints policy of the Trust would be applicable if so.

PLANS FOR FUTURE PERIODS

The Academy Trust strives to continually improve levels of attainment for all pupils, equipping them with the qualifications, skills and character to follow their chosen pathway, whether it is into further and higher education or employment, as well as promoting the continued professional development of its staff.

The Academy Trust's plans for future periods are focussed around:

Quality of education

- Impact of the curriculum is effective, and intent is fully understood.
- Continue to develop the progress and attainment of disadvantaged and SEND students
- Further development of Reading and literacy across the school and SEND
- Out of class interventions are consistently timely, impactful, recorded, analysed and evaluated to inform next steps
- Reduce in school variation
- Ensure accuracy and consistency of moderation and use of data.

Behaviour & attitudes

- Improve attendance and continue to improve punctuality
- BFL policy, with its relational approach, continues to be applied and recorded consistently.
- Pastoral interventions are identified through accurate and varied data analysis and are timely, impactful, recorded, analysed and evaluated to inform the next steps: Assess, Plan, Do, Review.
- Pastoral Base supports excellent behaviour and attitudes across the whole school
- The SEMH support and SEN hub provides an exceptional provision for an identified group of students with more complex additional needs.

Personal Development

- All students have a sense of belonging to KNGS.
- To ensure all staff and students can confidently understand the intent relating to personal development and PSHE/RSE/RE
- Continue to build protective factors and character education across the school
- Participation in enrichment, student leadership, co-curricular and house activity continues to grow and benefits all students

Leadership & management

- Continue development of middle leadership
- Strengthen Governor faculty links
- Further explore the establishment of a MAT
- Leadership at all levels is confident in supporting staff wellbeing and sense of wellbeing.
- Succession planning at all levels ensures retention and progression for staff at all stages of their careers

Sixth Form

- Resilience of disadvantaged students
- Subject specific progress in Computer science, Physics, Course work and NEAs
- Embed strategic approach to enrichment to build a culture of 'everyone's involved including the house system.
- Ensure all students meet high expectations and standards for behaviour, punctuality and attendance
- Independent learning is consistent and purposeful in order to support effective progress and learning.

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**FUNDS HELD AS CUSTODIAN GOVERNOR ON BEHALF OF OTHERS**

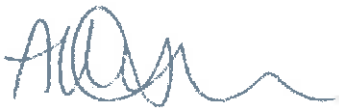
The Academy Trust and its Governors do not act as Custodian Governors of any other charity. The Academy does however hold Post 16 Bursary Funds on behalf of the ESFA, which are distributed to students as required and in line with the terms and conditions of the funds.

AUDITOR

In so far as the Governors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the 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 on 5 December 2024 and signed on its behalf by:



.....
Ally Sophia
Governor

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024**Scope of responsibility**

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

As 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 Headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Kings Norton Girls' School 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 ended 31 August 2024.

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

Governor	Meetings attended	Out of a possible
J Abbott	4	4
S Bennett	3	4
N Bi	3	4
J Couperthwaite	4	4
D Longworth	-	4
N Raggett	4	4
K Reynolds	4	4
D Sembuuzze	1	2
A Sophia	4	4
A Stamboulis	2	4
I Yildiz	1	3
P Young	2	3

Governance Reviews

The Board of Governors reviewed the Trust's governance structure during the year to evaluate its impact and effectiveness. The Board of Governors has a wide range of skills that contribute to the successful governance of the Trust and are satisfied that the current structure in place is appropriate and effective for the Trust.

Conflicts of Interest

In order to manage the risk of conflicts of interests, each Governor completes a declaration on an annual basis or at the time of appointment to state where conflicts could arise between their role as Governors/members and their personal interests or loyalties. This is to ensure that Governors/members are able to make decisions in the best interest of the Academy. These declarations are checked randomly by the Governance Professional to ensure all declarations are up to date. For each meeting of Governors/members, including the committees, there is a standing agenda point in place so that Governors/members can declare any new interest that have arisen or interests that relate to the business in hand at the meeting being attended. Should conflict be identified at that point, then decision making powers could be removed from the individual and they may be asked to leave the meeting for the relevant agenda point. Any decisions to remove those powers would be made on the specific circumstances relating to the conflict and the reputational risk associated to the decision to ensure that the Academy's values and ethos is not undermined.

Although the board of Governors met less than six times during the year, they have maintained effective financial oversight and governance through the formal work undertaken by the Resources Committee as detailed further below. This is a sub-committee of the board of Governors and they met 5 times during the year. The minutes of these sub-committee meetings are provided to the full board of Governors and the chairs of these sub-committees report to each full board of Governor meeting on the key matters considered at their meetings and the impact for consideration by the full board of Governors.

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Governance Reviews (cont'd)**

The Governors of KNGS commissioned a review by the National Governance Association (NGA) in the Spring of 2024 with the resulting key message confirmed as:

- The governance of Kings Norton Girls School is effective. Governors know the school and sixth form well and
- they provide a good level of support and challenge to school leaders. They are determined for all pupils to receive a high-quality education.
- The board has an accurate understanding of the actions being taken to improve their school. They receive a range of information from leaders so that they are well informed. They check the accuracy of the information they receive through visits to school and regular meetings with leaders, staff, and pupils.
- The board demonstrates a strong commitment to stakeholders. Governors ensure that they have appropriate skills to strategically monitor and support the effectiveness of school staff and leaders. The Board has several Governors with a wealth of educational and business experience. The board has the structure, capability, and capacity to fulfil their core governance functions effectively.

The following recommendations were made as a result of the review:

- Governance structure and practice itself.
 - The independence of the governance professional should not be compromised therefore the board should consider the independence of the governance professional role going forward.
 - Governors to send apologies and notify the clerk of their non-attendance in advance of board and committee meetings.
 - To improve the uptake of governor training.
- Monitoring and holding to account; this should cover any issues with performance management.
 - The current scheme of delegation for the Academy is fit for purpose as a SAT. A new scheme of delegation will be developed for the conversion to the new MAT.
 - To ensure that reports are submitted promptly by Governors following visits to school/faculty links. At present, the clerk spends a significant amount of time chasing reports for inclusion with board meeting paperwork.

The Resources Committee is a sub-committee of the board of Governors. Its purpose is to provide oversight, guidance and assistance to the board of Governors on all matters related to finance, resources, premises, Health & Safety, network and GDPR of the Academy Trust. This committee also acts as the Academy Trust's audit committee, where its purpose is to maintain an oversight of the Trust's governance, risk management, internal control and value for money framework. Attendance at meetings of the Finance Committee during the year was as follows:

Governor	Meetings attended	Out of a possible
J Abbott	2	5
S Bennett	3	5
N Raggett	4	5
K Reynolds	4	5
I Yildiz	3	5

The Standards Committee is also a sub-committee of the board of Governors. Its purpose is to hold the board of Governors to account for the curriculum offer, to review the impact of curriculum provision ensuring that requirements and relevant legislation are met including SEND requirements. They ensure that SEND needs are met as per the Code of Practice with an annual report from the SENCo. The committee review attendance, behaviour and attitudes including suspensions and exclusions and safeguarding. They also monitor and evaluate enrichment activities, extended provision and extra-curricular activities. Attendance at meetings of the Standards Committee during the year was as follows:

Governor	Meetings attended	Out of a possible
N Bi	4	4
J Couperthwaite	3	4
D Longworth	1	4
N Raggett	4	4
D Sembuuzze	1	2
A Sophia	4	4
A Stamboulis	2	4
P Young	1	4

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Governance Reviews (cont'd)**

The Pay Committee is also a sub-committee of the board of Governors. Its purpose is to achieve the aims of the whole school pay policy in a fair and equal manner and apply the criteria set by the whole school pay policy in determining the pay of each member of staff at the annual review within all statutory and contractual obligations. The committee has to recommend to the board of Governors the annual budget needed for pay, bearing in mind the need to ensure the availability of monies to support any exercise of discretion and keep abreast of relevant developments and to advise the board of Governors when the Academy's pay policy needs to be revised. Finally, it must carry out the appraisal of the Headteacher and work with the Headteacher in ensuring that the board of Governors complies with the Appraisal Policy. Attendance at meetings of the Pay Committee during the year was as follows:

Attendance at meetings of the Pay Committee during the year was as follows:

Governor	Meetings attended	Out of a possible
J Abbott	2	2
J Couperthwaite	2	2
N Raggett	2	2
K Reynolds	2	2

The Admissions Committee is a further sub-committee of the board of Governors. Its purpose is to determine the number of students to be admitted to Kings Norton Girls' School and Sixth Form and the criteria for admissions, in line with the National Admissions and Appeals Code. Attendance at meeting of the Admissions Committee during the year was as follows:

Governor	Meetings attended	Out of a possible
J Abbott	1	1
J Couperthwaite	1	1
N Raggett	1	1
K Reynolds	1	1

Review of value for money

As Accounting Officer, the Headteacher has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

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

- Reviewing staffing profiles and employing newly qualified teachers where appropriate to balance the profile and generate payroll savings
- Using ICFP to identify potential cost savings through natural turnover of employees
- Assessing vacancies and long-term absences and using supply agency staff in lieu of direct employment contracts as appropriate
- Using employee capacity to provide financial support to another school through a service level agreement which generated income
- Reviewing all SLAs and changing providers to deliver improved value
- Using consultants/market experts to tender for roofing projects and building replacement projects as well as catering contract management
- Investing school reserves to replace failing roofs and buildings
- Investing in the rectification of issues identified from an Insurance Survey including the installation of additional smoke and heat detectors

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Governance Reviews (cont'd)****The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The system of internal control has been in place in Kings Norton Girls' School for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

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

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Governors;
- regular reviews by the Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Governors has decided set up a reciprocal agreement with St Teresa of Calcutta MAC to carry out a programme of internal checks and perform a peer review.

The Responsible Officer's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. In particular, the checks carried out in the current year included:

- review of and testing of income recognition and recording systems and procedures
- review of and testing of payroll systems and procedures
- review of and testing of procurement systems and procedures
- review of and testing of bank control procedures
- review of management information preparation procedures
- review of key school policies and procedures
- review of estate management, risk management and business continuity
- review of governance

On a termly basis, the Responsible Officer reports to the Board of Governors through the Resources Committee on the operation of the systems of control and on the discharge of the Board of Governors financial responsibilities and annually prepares a short annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The reviewer has delivered their program of work during the year ended 31 August 2024 as planned with no significant internal control weaknesses identified from the work completed.

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Governance Reviews (cont'd)****Review of effectiveness**

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

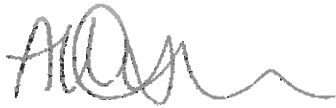
- the work of the reviewer
- the financial management and governance self-assessment process, including the school resource management self-assessment tool
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework
- the 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.

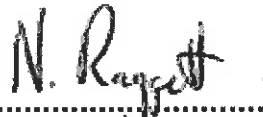
Conclusion

Based on the advice of the audit and risk committee and the accounting officer, the Board of Governors is of the opinion that the Academy Trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the members of the Board of Governors on 5 December 2024 and signed on their behalf by:



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Ally Sophia
Governors



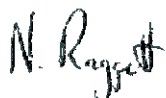
.....
Nicola Raggett
Accounting Officer

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2024

As Accounting Officer of Kings Norton Girl's School , I have considered my responsibility to notify the Board of Governors and the Education Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, including for estates safety and management, under the funding agreement, between the academy Company and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibility for estates safety and management.

I confirm that I and the academy trust Board of Governors are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academy Trust Handbook 2023 including responsibilities for estates safety and management.

I confirm that no instances of material irregular, 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.



.....
Nicola Raggett
Accounting Officer
5 December 2024

STATEMENT OF GOVERNORS' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2024

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 Annual Accounts Direction issued by the Education Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Governors to prepare financial statements for each financial year. 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:

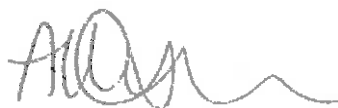
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards FRS102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

The 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 to the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the 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 on 5 December 2024 and signed on its behalf by:



.....
Ally Sophia
Chair of Governors

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF KINGS NORTON GIRL'S SCHOOL FOR THE YEAR ENDED 31 AUGUST 2024**Opinion**

We have audited the financial statements of Kings Norton Girl's School for the year ended 31 August 2024 which comprise Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statement, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Kings Norton Girl's School's affairs as at 31 August 2024 and of its incoming resources and application of resources, including 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 2023 to 2024

Basis for opinion

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

Material uncertainty relating to going concern

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

In forming our opinion on the financial statements, which is not modified, we have considered the adequacy of the disclosure made in the Statement of Accounting Policies on page 31 concerning the charitable company's ability to continue as a going concern. The charitable company is reliant on the Education and Skills Funding Agency for the advancement of general annual grant and other grant funding. This funding will be withdrawn when Kings Norton Girl's School's activities are expected to be transferred to West Midlands Academy Trust on 1 January 2025.

This condition, together with the other matters set out in the Statement of Accounting Policies, indicates the existence of a material uncertainty which may cast significant doubt on the charitable company's ability to continue as a going concern in the longer term. For this reason the charitable company is preparing the accounts on a winding up basis and measuring assets and liabilities at their recoverable amounts. No material adjustments are required as a result of ceasing to apply the going concern basis.

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

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 financial statements. 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF KINGS NORTON GIRL'S SCHOOL FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Other information (cont'd)**

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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Governors' report (incorporating the Strategic Report, and the Governors Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Governors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' report. We have nothing to report in respect of the following matters where 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; or

Responsibilities of Governors

As explained more fully in the Governors' responsibilities statement set out on page 21, the Governors 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 Kings Norton Girl's School'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 charitable company 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:

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF KINGS NORTON GIRL'S SCHOOL FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Auditor's responsibilities for the audit of the financial statements (cont'd)**

Based on our understanding of the Kings Norton Girl's School and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by the Kings Norton Girl's School, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities SORP 2019 and Academies Accounts Direction 2023 to 2024. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and the Kings Norton Girl's School's net income for the year.

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, including correspondence with the Education and Skills Funding Agency review of correspondence with legal advisors, enquiries of management and review of internal audit reports in so far as they related to the financial statements, and testing of journals and evaluating whether there was evidence of bias by the Governors that represented a risk of material misstatement due to fraud.

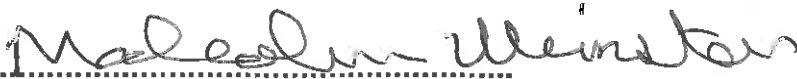
There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Governors.
- Conclude on the appropriateness of the Governors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF KINGS NORTON GIRL'S SCHOOL FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Use of our report**

This report is made solely to the Kings Norton Girl's School '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 Kings Norton Girl's School '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 Kings Norton Girl's School '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 Kings Norton Girl's School 's and the Kings Norton Girl's School 's members as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Malcolm Winston

Senior Statutory Auditor

UHY Hacker Young (Birmingham) LLP, Statutory Auditor

9-11 Vittoria Street

Birmingham

B1 3ND

5 December 2024

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO KINGS NORTON GIRL'S SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2024

In accordance with the terms of our engagement letter dated 27 June 2024 and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2023 to 2024 we have carried out an engagement to obtain limited assurance about whether, the expenditure disbursed and income received by the Kings Norton Girl's School during the period 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Kings Norton Girl's School 's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of the Kings Norton Girl's School s funding agreement with the Secretary of State for Education dated 1 July 2013, and the Academy Trust Handbook extant from 1 September 2023 for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies: Accounts Direction 2023 to 2024. We report to you whether, anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

Summary of the work undertaken was as follows:

- Analytical review of the Kings Norton Girl's School 's general activities are within the multi academy trusts framework of authorities;
- Consideration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance;

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO KINGS NORTON GIRL'S SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**Approach (cont'd)**

- Review of the general control environment for the Kings Norton Girl's School on financial statements and on regularity;
- Sample testing of expenditure transactions to ensure the activity is permissible within the multi academy trust's framework of authority;
- Confirmation that a sample of expenditure has been appropriately authorised in accordance with the multi academy trust's delegated authorities;
- Formal representations obtained from the board of Governors and the accounting officer acknowledging the responsibilities including disclosing all non compliance with laws and regulations specific to the authorising framework;
- Confirmation that any extra contractual payments such as severance and compensation payments have been appropriately authorised;
- Review of credit card expenditure for any indication of personal use by staff, principal or Governors;
- Review of specific terms of grant funding within the funding agreement;
- Review of related party transactions for connections with the principal/finance manager or Governors; and
- Review of income received in accordance with the activities permitted within the multi academy trust's charitable objectives.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Reporting Accountant
UHY Hacker Young (Birmingham) LLP
9-11 Vittoria Street
Birmingham
B1 3ND

5 December 2024

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2024
(Including Income and Expenditure Account)


		Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total 2024	Total 2023
	Note	£'000	£'000	£'000	£'000	£'000
Income from:						
Donations and capital grants	3	21	-	156	177	439
Charitable activities:						
- Funding for the academy trust's educational operations	4	-	7,220	-	7,220	6,837
Other trading activities	5	83	-	-	83	77
Investment income	6	14	-	-	14	2
Total		118	7,220	156	7,494	7,355
Expenditure on:						
Raising funds	7	80	-	-	80	54
Charitable activities:						
- Academy trust's educational operations	7	-	6,960	200	7,160	6,765
Total		80	6,960	200	7,240	6,819
Net income/(expenditure)		38	260	(44)	254	536
Transfers between funds	16	-	(170)	170	-	-
Other recognised gains and losses						
Revaluation of Land and Buildings		-	-	-	-	1,286
Actuarial gain on defined benefit pension schemes	27	-	141	-	141	594
Asset ceiling adjustment	27	-	(98)	-	(98)	-
Net movement in funds		38	133	126	297	2,416
Reconciliation of funds						
Total funds brought forward	16	604	485	11,042	12,131	9,715
Total funds carried forward	16	642	618	11,168	12,428	12,131

All of the Kings Norton Girl's School 's activities derive from acquisitions and continuing operations during the periods.

BALANCE SHEET AS AT THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £'000	2023 £'000
Fixed assets			
Tangible assets	12	<u>11,584</u>	<u>11,143</u>
		<u>11,584</u>	<u>11,143</u>
Current assets			
Debtors	13	106	139
Cash at bank and in hand		<u>1,517</u>	<u>1,545</u>
		<u>1,623</u>	<u>1,684</u>
Current liabilities			
Creditors: Amounts falling due within one year	14	<u>(694)</u>	<u>(494)</u>
Net current assets		929	1,190
Total assets less current liabilities		12,513	12,333
Creditors: Amounts falling due after more than one year	15	(85)	(102)
Net assets excluding pension liability		<u>12,428</u>	<u>12,231</u>
Defined benefit pension scheme liability	27	-	(100)
Total Net Assets		<u>12,428</u>	<u>12,131</u>
Funds of the Academy:			
Restricted funds			
- Fixed asset fund	16	11,168	11,042
- Restricted income fund	16	618	585
- Pension reserve	16	-	(100)
Total Restricted Funds		<u>11,786</u>	<u>11,527</u>
Unrestricted Income fund	16	<u>642</u>	<u>604</u>
Total Unrestricted Funds		<u>642</u>	<u>604</u>
Total Funds		<u>12,428</u>	<u>12,131</u>

The financial statements on pages 28 to 50 were approved by the trustees and authorised for issue on 5 December 2024 and signed on their behalf by:



.....
Ally Sophia
 Chair

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £'000	2023 £'000
Cash flows from operating activities			
Net cash provided by operating activities	20	460	291
Cash flows from investing activities	21	(471)	(202)
Cash flows from financing activities	22	(17)	(17)
Change in cash and cash equivalents in the reporting period		<u>(28)</u>	<u>72</u>
Cash and cash equivalents at 1 September	23	1,545	1,473
Cash and cash equivalents at 31 August	23	<u>1,517</u>	<u>1,545</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024**1 Statement of Accounting Policies**

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

Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities : Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Kings Norton Girls' School meets the definition of a public benefit entity under FRS 102.

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 company 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 there are material uncertainties about the Academy Trust's ability to continue as a going concern as it is expected that the assets and liabilities will be transferred to West Midlands Academy Trust from 1 January 2025. For this reason the Academy Trust is preparing the financial statements on a winding up basis and measuring assets and liabilities at their recoverable amounts. No material adjustments are required as a result of ceasing to apply the going concern basis.

Income

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

• Grants

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

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

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

• Sponsorship Income

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable, where receipt is probable and it can be measured reliably.

• Donations

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024**Income (cont'd)****• Other income**

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

• Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'.

• Donated goods, facilities and services (continued)

Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'. 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 a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

• Transfers of leasehold property

Leasehold property transferred to the Academy from the local authority at little or no consideration will be revalued at fair value in accordance with FRS 102. This value will be recognised as incoming resources in the Statement of Financial Activities and will be included in the appropriate fixed assets category and depreciated over the life of the lease.

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.

• Expenditure on Raising Funds

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

• Charitable Activities

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

All resources expended are inclusive of irrecoverable VAT.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

Tangible Fixed Assets

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on a straight line basis on the cost of tangible fixed assets, to write them down to their estimated residual values over their expected useful lives. The principal annual rates used for

Freehold buildings	2%
Furniture and equipment	20%
Computer equipment	20%

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

Leased assets

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

Financial Instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. 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 instrument, and are measured at amortised cost as detailed in notes 14 and 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

Taxation

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024**Pensions Benefits**

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

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

They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

Fund Accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Academy Trust at the discretion of the trustees. Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by funders where the asset acquired or created is held for a specific purpose.

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, 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 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024**Critical areas of judgement**

The critical judgements that the Trustees have made in the process of applying the Academy Trust's accounting policies that have the most significant effect on the amounts recognised in the statutory financial statements are discussed below:

The critical areas of judgement are accounting for government grants, accounting for the write down of assets through depreciation and accounting for the pension liability. Government grants are accounted for as restricted funds. The pension liability is assessed by an independent actuarial valuation. Depreciation rates are based on the expected life of the asset.

In assessing whether there have been any indicators of impairment assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience of recoverability. There have been no indicators of impairments identified during the current financial year.

Agency arrangements

The Academy Trust acts as an agent in distributing 16-19 bursary funds from the ESFA. Payments received from the ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust cannot use any of the allocation towards its own administration costs. The funds received and paid and any balances held are disclosed in note 29.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

2 GENERAL ANNUAL GRANT (GAG)

Under the funding agreement with the Secretary of State the Kings Norton Girl's School was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2024 (see note 16).

3 DONATIONS AND CAPITAL GRANTS

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2024 £'000	Total 2023 £'000
DfE/ESFA capital grants	-	23	23	24
Other ESFA capital grants	-	-	-	44
CIF grant	-	133	133	329
Donations	21	-	21	42
	21	156	177	439

The income from donations and capital grants was £177,000 (2023: £439,000) of which £21,000 (2023: £11,000) was unrestricted, £Nil (2023: £Nil) restricted and £156,000 (2023: £428,000) restricted fixed assets.

4 FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2024 £'000	Total 2023 £'000
DfE/ESFA grants				
General annual grant (GAG) (note 2)	-	4,889	4,889	4,605
Post 16-19 core grant	-	1,445	1,445	1,407
Rates relief grant	-	30	30	23
Other DfE/ESFA grants				
Early careers framework	-	2	2	10
Pupil premium grant	-	247	247	227
Teachers pay grant	-	91	91	-
Teachers pension grant	-	112	112	54
Supplementary grant	-	-	-	153
Mainstream additional schools grant	-	177	177	74
Other DfE/ESFA grants	-	1	1	3
National tutoring programme	-	5	5	14
	-	6,999	6,999	6,570
Other Government grants				
Special educational needs	-	106	106	113
Pupil Premium grant	-	26	26	9
Local authority grants	-	24	24	26
	-	156	156	148
COVID-19 DfE/ESFA additional funding				
Catch-up Premium	-	-	-	22
Recovery Premium	-	65	65	57
	-	65	65	79
Other income from the academy trust's				
Other	-	-	-	40
	-	-	-	40
	-	7,220	7,220	6,837

The income from the academy trust's educational operations was £7,220,000 (2023: £6,837,000) of which £Nil (2023: £Nil) was unrestricted and £7,220,000 (2023: £6,837,000) restricted.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

5 OTHER TRADING	Unrestricted	Restricted	Total	Total
	Funds	Funds	2024	2023
	£'000	£'000	£'000	£'000
Other income	83	-	83	77
	83	-	83	77

The income from the academy trusts' other trading activities was unrestricted for both 2024 and 2023.

6 INVESTMENT INCOME	Unrestricted	Restricted	Total	Total
	Funds	Funds	2024	2023
	£'000	£'000	£'000	£'000
Bank interest received	14	-	14	2
	14	-	14	2

The income from the academy trusts' investment activities was unrestricted for both 2024 and 2023.

7 EXPENDITURE	Non Pay Expenditure			Total	Total
	Staff Costs	Premises	Other	2024	2023
			Costs		
	£'000	£'000	£'000	£'000	£'000
Expenditure on raising funds					
- Direct costs	-	-	-	-	-
- Allocated support costs	-	-	80	80	54
	-	-	80	80	54
Academy's educational operations					
- Direct costs	5,220	-	350	5,570	5,175
- Allocated support costs	805	489	296	1,590	1,590
	6,025	489	646	7,160	6,765
	6,025	489	726	7,240	6,819

The expenditure was £7,240,000 (2023: £6,819,000) of which £80,000 (2023: £55,000) was unrestricted, £6,960,000 (2023: £6,590,000) restricted and £200,000 (2023: £174,000) restricted fixed assets.

	2024	2023
	£'000	£'000
Net (income)/expenditure for the year includes:		
Operating leases rentals	32	32
Depreciation	200	174
Fees payable to auditor for:		
- audit	11	10
- other services	3	3

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

8 CHARITABLE ACTIVITIES

	Total 2024 £'000	Total 2023 £'000
Direct costs - educational operations	5,570	5,175
Support costs - educational operations	1,590	1,590
	<u>7,160</u>	<u>6,765</u>

	Total 2024 £'000	Total 2023 £'000
Analysis of Support Costs		
Support staff costs	805	864
Depreciation	200	174
Technology costs	75	74
Premises costs	289	298
Legal costs - other	3	2
Other support costs	126	114
Governance costs	92	64
	<u>1,590</u>	<u>1,590</u>

9 STAFF COSTS**a Staff costs and employee benefits**

	Total 2024 £'000	Total 2023 £'000
Staff costs during the year were:		
Wages and salaries	4,472	4,126
Social security costs	456	424
Pension costs	1,012	1,005
	<u>5,940</u>	<u>5,555</u>

Agency staff costs	75	72
Staff restructuring costs	10	66
	<u>6,025</u>	<u>5,693</u>

Staff restructuring costs comprise:

Severance payments	10	39
Other restructuring costs	-	27
	<u>10</u>	<u>66</u>

b Staff severance contractual and non contractual payments

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

	2024	2023
0 - £25,000	1	-
£25,001 - £50,000	-	2
	<u>-</u>	<u>2</u>

c Special staff severance non contractual payments

Included in staff restructuring costs there is 1 non statutory/non contractual special severance payment totalling £10,000 (2023: £38,997).

d Staff numbers

The average number of persons (including School Leadership Team) employed by the Academy during the year ended 31 August 2024 expressed as whole persons was as follows:

	2024 No	2023 No
Charitable Activities		
Teachers	63	64
Administration and support - including Teaching Assistants	58	53
Management	7	7
	<u>128</u>	<u>124</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

9 STAFF COSTS (cont'd)**e Higher paid staff**

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

	No	No
£60,001 - £70,000	-	4
£70,001 - £80,000	3	2
£80,001 - £90,000	2	-
£90,001 - £100,000	-	1
£100,001 - £110,000	1	-

f Key management personnel

The key management of the academy trust comprise the trustees and the Senior Leadership Team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £741,542 (2023: £736,676).

10 RELATED PARTY TRANSACTIONS – GOVERNORS' REMUNERATION AND EXPENSES

One or more governors has been paid remuneration or has received other benefits from an employment with the Academy Trust. The headteacher and other staff governors receive remuneration in respect of their contracts of employment as headteacher and staff and not in respect of their services as governors. Other governors did not receive any payments, other than expenses, from the Academy Trust in respect of their role as governors. The value of trustee's remuneration and other remuneration was as follows:

	2024	2023
N Bi		
Remuneration	£35,000 - £40,000	£35,000 - £40,000
Employers pension	£Nil - £5,000	£Nil
N Raggett		
Remuneration	£105,000 - £110,000	£95,000 - £100,000
Employers pension	£25,000 - £30,000	£20,000 - £25,000

During the year ended 31 August 2024 or 31 August 2023 there were no travel and subsistence expenses reimbursed to the governors in their role as governors.

Other related party transactions including Governors are set out in note 28.

11 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 on any one claim. The cost for the year ended 31 August 2024 and 31 August 2023 cannot be disaggregated and is included in the total insurance cost.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

12 TANGIBLE FIXED ASSETS

	Freehold Land & Buildings	Furniture & Equipment	Computer Equipment	Assets Under Construction	Total
Cost	£'000	£'000	£'000	£'000	£'000
At 1 September 2023	11,026	265	562	116	11,969
Additions	17	-	34	590	641
Disposals	-	-	-	-	-
Reclassification	160	-	-	(160)	-
At 31 August 2024	11,203	265	596	546	12,610
Depreciation					
At 1 September 2023	149	199	478	-	826
Charged in year	161	15	24	-	200
Disposal	-	-	-	-	-
At 31 August 2024	310	214	502	-	1,026
Net book value					
At 31 August 2024	10,893	51	94	546	11,584
At 31 August 2023	10,877	66	84	116	11,143

	2024 £'000	2023 £'000
13 DEBTORS		
Trade debtors	5	-
VAT recoverable	6	27
Prepayments and accrued income	95	112
	106	139

	2024 £'000	2023 £'000
14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Other creditors	121	117
CIF loans	17	17
Taxation & social security	101	122
Accruals	438	209
Deferred income	17	29
	694	494
Deferred Income		
Deferred income at 1 September 2023	29	29
Resources deferred in the	17	29
Amounts recognised as income during the year	(29)	(29)
Deferred income at 31 August 2024	17	29

At the balance sheet date the academy was holding funds received in advance for 2024/25 for local authority pupil premium income £17,103 (2023: £28,739).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

15 CREDITORS: AMOUNTS FALLING DUE IN GREATER THAN ONE YEAR	2024	2023
	£'000	£'000
CIF loan	85	102
	<u>85</u>	<u>102</u>

Included within other loans due after more than one year is a 10 year CIF loan on 9 October 2019 totalling £102,000 (2023: £119,000) at an interest rate payable of 1.85% a year. The loan has funded the capital works on the sixth form building.

16 FUNDS

The income funds of the academy applied for specific purposes are as follows:

	Balance at 1 September 2023 £'000	Incoming Resources Resources £'000	Expended £'000	Gains, Balance at Losses & 31 August Transfers £'000	2024 £'000
Restricted general funds					
General annual grant (GAG) (note i)	563	6,334	(6,109)	(170)	618
Rates relief grant (note ii)	-	30	(30)	-	-
Early careers framework (note iii)	-	2	(2)	-	-
Pupil premium grant (note iv)	-	247	(247)	-	-
Teachers pay (note v)	-	91	(91)	-	-
Teachers pension (note vi)	-	112	(112)	-	-
Mainstream schools grant (note vii)	-	177	(177)	-	-
Other DfE / ESFA grants (note iii)	-	1	(1)	-	-
National tutoring programme (note iii)	-	5	(5)	-	-
Catch up premium (note viii)	22	-	(22)	-	-
Recovery premium (note ix)	-	65	(65)	-	-
Special needs grant - BCC (note x)	-	106	(106)	-	-
Pupil premium grant - BCC (note x)	-	26	(26)	-	-
Other Local Authority grant - BCC (note x)	-	24	(24)	-	-
Total general funds	<u>585</u>	<u>7,220</u>	<u>(7,017)</u>	<u>(170)</u>	<u>618</u>
Restricted fixed asset funds					
Fixed assets donation (note xi)	5,359	-	(47)	-	5,312
DfE/ESFA capital grants (note xii)	3,537	23	(77)	-	3,483
Capital expenditure from GAG (note xiv)	1,727	-	(57)	170	1,840
CIF Grant (note xii)	372	133	(7)	-	498
ESFA fixed asset donation (note xv)	20	-	(6)	-	14
Other fixed asset donation	27	-	(6)	-	21
Total fixed asset funds	<u>11,042</u>	<u>156</u>	<u>(200)</u>	<u>170</u>	<u>11,168</u>
Restricted pension scheme liability					
Pension reserve (note xvi)	(100)	-	57	43	-
	<u>(100)</u>	<u>-</u>	<u>57</u>	<u>43</u>	<u>-</u>
Total restricted funds	<u>11,527</u>	<u>7,376</u>	<u>(7,160)</u>	<u>43</u>	<u>11,786</u>
Unrestricted funds					
Unrestricted funds	604	118	(80)	-	642
Total unrestricted funds	<u>604</u>	<u>118</u>	<u>(80)</u>	<u>-</u>	<u>642</u>
Total funds	<u>12,131</u>	<u>7,494</u>	<u>(7,240)</u>	<u>43</u>	<u>12,428</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**16 FUNDS (cont'd)****Notes**

- i) General Annual Grant must be used for the normal running costs of the School. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it would carry forward at 31 August 2024. (see note 2)
- ii) The Rates Relief grant represents funding received from the ESFA to assist the academy in meeting the costs of their National Non-Domestic Rates (NNDR).
- iii) Other DfE/ESFA grants received from the ESFA to cover expenditure.
- iv) Pupil Premium grant has been used to support children from low income families placed at the School.
- v) The Teachers Pension Grant represents funding from the ESFA to support the academy with the costs of teachers' pay awards.
- vi) The Teachers Pension Grant represents funding from the ESFA to support the academy with the cost of increased teachers' pension contributions .
- vii) Mainstream schools have been allocated additional funding through the mainstream schools additional grant. This grant is to be used for the purposes of the school.
- viii) Pupil Premium catch-up money was used for individual and small-group tuition for year 7 pupils to promote improvements with literacy and numeracy.
- ix) The recovery premium grant is part of the government's package of funding to support pupils whose education has been impacted by coronavirus (COVID-19).
- x) Grants from BCC has been used to support pupils with learning or behavioural issues by providing teaching and teaching assistant support.
- xi) Restricted fixed assets were funded by government grants and a transfer from General Annual Grant (GAG) and by BCC donating Academy land and buildings.
- xii) Devolved formula capital has been used for redecoration, furniture purchases; CIF for roof replacement, electrical switchgear upgrade, fire safety improvements and pastoral block upgrade.
- xiv) The gross transfer from the restricted general fund to the restricted fixed asset fund of £170,000 (2023: £374,000) represents the total capital expenditure from GAG during the year and contribution to the repayment of a CIF loan.
- xv) Donated assets by the DfE/ESFA to be utilised by the academy.
- xvi) The pension reserve represents the deficit on the Local Government Pension Scheme (see note 27).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

16 FUNDS (cont'd)

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

	Balance at 1 September 2022	Incoming Resources	Resources Expended	Gains, Losses & Transfers	Balance at 31 August 2023
	£'000	£'000	£'000	£'000	£'000
Restricted general funds	648	6,012	(5,723)	(374)	563
General annual grant (GAG) (note i)	-	23	(23)	-	-
Rates relief grant (note ii)	-	227	(227)	-	-
Pupil premium grant (note iv)	-	54	(54)	-	-
Teachers pension (note vi)	-	17	(17)	-	-
Other DfE / ESFA grants (note iii)	-	153	(153)	-	-
Supplementary Grant - (note iii)	-	74	(74)	-	-
Mainstream schools grant (note vii)	-	22	-	-	22
Catch up premium (note viii)	-	67	(67)	-	-
Recovery premium (note ix)	-	113	(113)	-	-
Special needs grant - BCC (note x)	-	35	(35)	-	-
Other Local Authority grant - BCC (note x)	-	40	(40)	-	-
Other Restricted	-	-	-	-	-
Total general funds	648	6,837	(6,526)	(374)	585
Restricted fixed asset funds					
Fixed assets donation (note xi)	4,730	-	(47)	676	5,359
DfE/ESFA capital grants (note xii)	3,104	68	(76)	441	3,537
Capital expenditure from GAG (note xiv)	1,225	-	(41)	543	1,727
CIF Grant (note xii)	43	329	0	-	372
ESFA fixed asset donation (note xv)	26	-	(6)	-	20
Other fixed asset donation	-	31	(4)	-	27
Total fixed asset funds	9,128	428	(174)	1,660	11,042
Restricted pension scheme liability					
Pension reserve (note xvi)	(630)	-	(64)	594	(100)
	(630)	-	(64)	594	(100)
Total restricted funds	9,146	7,265	(6,764)	1,880	11,527
Unrestricted funds					
Unrestricted funds	569	90	(55)	-	604
Total unrestricted funds	569	90	(55)	-	604
Total funds	9,715	7,355	(6,819)	1,880	12,131

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2024 are represented by:

	Unrestricted Funds	Pension Restricted Funds	General Restricted Funds	Fixed Assets Restricted Funds	Total
	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	-	-	-	11,584	11,584
Current assets	642	-	1,295	(314)	1,623
Current liabilities	-	-	(677)	(17)	(694)
Non current liabilities	-	-	-	(85)	(85)
Pension scheme liability	-	-	-	-	-
	642	-	618	11,168	12,428

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2023 are represented by:

	Unrestricted Funds £'000	Pension Restricted Funds £'000	General Restricted Funds £'000	Fixed Assets Restricted Funds £'000	Total £'000
Tangible fixed assets	-	-	-	11,143	11,143
Current assets	604	-	1,062	18	1,684
Current liabilities	-	-	(477)	(17)	(494)
Non current liabilities	-	-	-	(102)	(102)
Pension scheme liability	-	(100)	-	-	(100)
	604	(100)	585	11,042	12,131

18 CAPITAL COMMITMENTS

	2024 £'000	2023 £'000
Contracted for, but not provided in the financial statements	246	Nil

19 LONG TERM COMMITMENTS INCLUDING OPERATING LEASES**Operating leases**

At 31 August 2024 the total of Kings Norton Girl's schools future minimum lease payments under non-cancellable operating leases was:

	2024 Other £'000	2023 Other £'000
Amounts due within one year	11	21
Amounts due between one and five years	1	11
Amounts due more than five years	-	-
	12	32

20 RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £'000	2023 £'000
Net income for the reporting period (as per the statement of financial activities)	254	536
Adjusted for:		
Depreciation (note 12)	200	174
Capital grants from DfE and other capital income	(156)	(428)
Interest receivable	(14)	(2)
Defined benefit pension scheme cost less contributions payable (note 27)	(61)	36
Defined benefit pension scheme finance cost (note 27)	4	28
Decrease in debtors	33	9
Increase/(decrease) in creditors	200	(62)
Net cash provided by operating activities	460	291

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

21 CASH FLOWS FROM INVESTING	2024	2023	
	£'000	£'000	
Interest received	14	2	
Proceeds from sale of tangible fixed assets	-	-	
Purchase of intangible fixed assets	-	-	
Purchase of tangible fixed assets	(641)	(632)	
Capital grants from DfE/ESFA, sponsors and others	156	428	
Net cash used in investing activities	(471)	(202)	
22 CASH FLOWS FROM FINANCING ACTIVITIES	2024	2023	
	£'000	£'000	
Repayments of borrowing	(19)	(19)	
Interest on borrowing	2	2	
Net cash used in financing activities	(17)	(17)	
23 ANALYSIS OF CASH AND CASH EQUIVALENTS	At 31 Aug	At 31 Aug	
	2024	2023	
	£'000	£'000	
Cash in hand and at bank	1,517	1,545	
Total cash and cash equivalents	1,517	1,545	
24 ANALYSIS OF CHANGES IN NET DEBT	At 1 Sept	Cash	At 31 Aug
	2023	Flows	2024
	£'000	£'000	£'000
Cash at bank	1,545	(28)	1,517
	1,545	(28)	1,517
Loans within one year	(17)	-	(17)
Loans within more than one year	(102)	17	(85)
	1,426	(11)	1,415

25 CONTINGENT LIABILITIES

During the period of the funding agreement between the Kings Norton Girl's School and the Secretary of State, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Kings Norton Girl's School is required either to reinvest the proceeds or to repay to the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the funding agreement, whether as a result of the Secretary of State or the Kings Norton Girl's School serving notice, the Kings Norton Girl's School is obliged to repay to the Secretary of State sums determined by reference to:

- a) the value at that time of the Kings Norton Girl's School 's sites and premises and other assets held for the purpose of the Kings Norton Girl's School ; and
- b) the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the funding agreement.

26 MEMBER LIABILITY

Each member of the Kings Norton Girl's School undertakes to contribute to it's assets 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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**27 PENSION AND SIMILAR OBLIGATIONS**

Kings Norton Girl's School'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 Warwickshire County Council Pension Fund. Both are defined multi employer benefit schemes.

As described in note 1 the LGPS obligation relates to the employees of the Kings Norton Girl's School, 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 period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust's at the balance sheet date.

The total pension cost to the Academy during the year ended 31 August 2024 was £1,012,000 (2023: £1,005,000) of which £811,000 (2023: £713,000) relates to the TPS and £201,000 (2023: £292,000) relates to LGPS.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS to the period ended 31 March 2022.

Contributions amounting to £Nil were payable to the schemes at 31 August 2024 (2023: £Nil) and are included within other creditors.

Teachers' Pension Scheme**Introduction**

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

27 PENSION AND SIMILAR OBLIGATIONS (cont'd)**Teacher Pension Scheme (cont'd)**

The employer's costs paid to TPS in the period amounted to £811,000 (2023: £713,000).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with the assets held in a separate trustee administered funds. The total contributions made for the year ended 31 August 2024 was £325,000 (2023: £298,000) of which employers contributions totalled £258,000 (2023: £228,000) and employees contributions totalled £67,000 (2023: £70,000).

The agreed contributions for future years is an average of 21.1% (2023: 23.3%) for employers and a minimum of 5.5% to 7.5% (2023: 5.5% to 12.5%) for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding local government pension liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on GOV.UK.

Principal Actuarial Assumptions

	2024	2023
	August	August
	% per	% per
	annum	annum
Discount rate	5.0%	5.2%
Salary increases	3.65%	4.0%
Pension increase	2.65%	3.0%

Sensitivity analysis for the principal assumptions used to measure the scheme liabilities were as follows:

	At 31	At 31
	August	August
	2024	2023
	Approx	Approx
	Change to	Change to
	Employers	Employers
	Liability	Liability
	£'000	£'000
Discount rate reduced by 0.1% per annum	91	83
Salary increase rate increased by 0.1%	1	4
Pension increase rate increased by 0.1%	91	80

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

27 PENSION AND SIMILAR OBLIGATIONS (cont'd)

The mortality assumptions used were as follows:

	At 31 August 2024 years	At 31 August 2023 years
Longevity at age 65		
- Men	19.5	19.5
- Women	24.1	24.1
Longevity at age 65 retiring in 20 years		
- Men	20.4	20.5
- Women	25.1	25.2

Kings Norton Girl's School 's share of the assets in the scheme were:

	Fair value at 31 August 2024 £'000	Fair value at 31 August 2023 £'000
Equity instruments	2,116	2,457
Debt instruments	1,425	759
Property	244	253
Cash and other liquid assets	285	144
Other assets		
Total market value of assets	4,070	3,613
Present value of scheme liabilities:		
- Funded	4,070	3,613
- Unfunded	-	100
Total liabilities	4,070	3,713
Deficit in the scheme	-	(100)

The actual return on the scheme assets in the year was a surplus of £321,000 (2023: £43,000 deficit).

Amounts recognised in the Statement of Financial Activities:

	2024 £'000	2023 £'000
Current service cost	197	264
Interest income	(194)	(159)
Interest cost	198	187
Total amount recognised in the SoFA	201	292

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)

27 PENSION AND SIMILAR OBLIGATIONS (cont'd)

	2024	2023
	£'000	£'000
Changes in deficit during the year:		
Balance at 1 September	100	630
Movement in year:		
- Employer service cost (net of employee contributions)	197	264
- Employer contributions	(258)	(228)
- Expected return on scheme assets	(194)	(159)
- Interest cost	198	187
- Actuarial gains	(141)	(594)
- Asset ceiling adjustment	98	-
Deficit in the scheme at 31 August	<u>-</u>	<u>100</u>
Changes in the present value of defined benefit obligations were as follows:		
Balance at 1 September	3,713	4,262
Current service cost	197	264
Interest cost	198	187
Contributions by scheme participants	67	70
Benefits paid	(91)	(66)
Actuarial gains	(14)	(1,004)
Scheme liabilities at 31 August	<u>4,070</u>	<u>3,713</u>
Changes in the fair value of the share of scheme assets:		
Balance at 1 September	3,613	3,632
Expected return on scheme assets	194	159
Actuarial losses	127	(410)
Asset ceiling adjustment	(98)	-
Contributions by employer	258	228
Benefits paid	(91)	(66)
Contributions by scheme participants	67	70
Fair value of scheme assets at 31 August	<u>4,070</u>	<u>3,613</u>

The estimated value of employer contributions for the year ended 31 August 2025 is £267,000 (2024: £245,000).

The fair value of the pension plan assets at 31 August 2024 is in excess of the present value of the defined benefit obligations at that date, giving rise to a net surplus of £98,000 (2023: £Nil). This surplus is recognised in the financial statements only to the extent that the academy trust can recover this surplus, either through a reduction in future contributions or through a refund to the academy trust.

The academy trust is not able to determine that future contributions will be reduced and it is not possible for the academy trust to receive a refund from the scheme, as the specific conditions for this have not been met. Therefore an asset ceiling is in place such that the surplus of £98,000 (2023: £Nil) is not recognised as an asset at 31 August 2024 and the net asset recognised in the financial statements is capped at £Nil.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024 (cont'd)**28 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 Academies Financial 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.

The following related party transactions took place in the period of account.

N Raggett, the head teacher of the school, is also a Trustee of The Reach Free School Trust.

During the year, alternative provision services were provided to the school by The Reach Free School Trust totalling £28,019 (2023: £12,000).

At the end of the year, amounts due to The Reach Free School Trust stood at £Nil (2023: £12,000).

In entering into the transactions the trust has complied with the requirements of the Academies Trust Handbook 2023.

The transaction above £2,500 has been provided "at no more than cost" and a statement of assurance have been obtained to provide confirmation.

29 AGENCY ARRANGEMENTS

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2024 the trust received £25,447 (2023: £22,040) and disbursed £26,747 (2023: £29,325) from the fund. An amount of £5,856 (2023: £7,156) is included in other creditors relating to the undistributed funds that is repayable to the ESFA.

30 EVENTS AFTER THE END OF THE REPORTING PERIOD

Kings Norton Girl's School educational operations and activities are expected to be transferred to West Midland Academy Trust on 1 January 2025.