

Company registration number 07625308 (England and Wales)

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2024

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

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RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Mr I Henderson
Mr A Sen (Resigned 2 September 2024)
Mrs L Frall
Mrs L Remmer
Dr G Benford (Resigned 2 September 2024)

Trustees

Mr I Henderson
Mr A Sen
Mrs F White (Chair of Trustees)
Mrs C Jones
Mr R Wallace
Miss L Morgan
Mr A J Waters (Headteacher and Accounting Officer)

Senior leadership team

- Headteacher Alec Waters
- Finance and operations manager Lisa Hughes
- Deputy headteacher Charlotte Pearson (Appointed 1 September 2024)
- Assistant headteacher Andrew Barnard
- Assistant headteacher Andrew Sargent
- Assistant headteacher Debbie Hay (Appointed 1 September 2024)

Company secretary

Lisa Hughes

Company registration number

07625308 (England and Wales)

Principal and registered office

Stroud Road
Gloucester
GL1 5LE
United Kingdom

Independent auditor

Azets Audit Services
Epsilon House
The Square
Gloucester Business Park
Gloucester
GL3 4AD
United Kingdom

Bankers

Lloyds Bank Plc
19 Eastgate Street
Gloucester
Gloucestershire
GL1 1NU
United Kingdom

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors

Harrison Clark Rickerbys LLP
c/o Harrison Clark Rickerbys Limited
Ellenborough House
Wellington Street
Cheltenham
Gloucestershire
GL50 1YD
United Kingdom

Stone King LLP
13 Queen Square
Bath
Somerset
BA1 2HJ
United Kingdom

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

The Trust operates an Academy for students aged 11-18 which is a selective girls' school for ages 11-16, with a co-educational sixth form. The Academy is situated in the south of the city of Gloucester and attracts students from Gloucestershire as a whole. The school has a total capacity of 1,000 students and had a roll of 871 at the October 2023 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 academy trust.

The charitable company operates as Ribston Hall High School Academy Trust.

The Trustees of Ribston Hall High School Academy Trust are also the directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

Members' liability

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

Trustees' indemnities

The school has Trustees liability insurance in place (note 10 refers). There are no qualifying third party indemnity provisions to report.

Method of recruitment and appointment or election of Trustees

The members may appoint Trustees in accordance with the Memorandum and Articles. The members may appoint Staff Trustees provided that the total number of Staff Trustees (including the Headteacher) does not exceed one third of the total number of Trustees. The Local Authority at the request of the Trustees may appoint the Local Authority Trustee. Parent Trustees must be a parent of a pupil at the school at the time when they are elected. The Trustees may appoint up to three co-opted Trustees. Additional Trustees may, if deemed necessary, be appointed by the Secretary of State. The term of office for any Trustee, other than the Headteacher, is four years.

Policies and procedures adopted for the induction and training of Trustees

Prior to appointment Trustees take part in an induction programme which includes a school visit and meeting with the Chair of Trustees, Vice Chair(s), and the Headteacher. On-going training and relevant CPD opportunities are given to all Trustees throughout their term of office.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Organisational structure

The Trustees are responsible for setting strategic direction and general policy. They adopt an annual development plan and budget and monitor the development of the school through these documents. They make decisions about the future direction of the school, capital expenditure and, with the Senior Leadership Team, on staff appointments.

The Board of Trustees meets at least six times a year, receives reports from its separate finance and audit committees, and manages its' strategic objectives.

The Finance and Audit Committees meet regularly, at least three times a year, and has clear decision making powers and Terms of Reference which are reviewed annually.

On a day-to-day basis the operational running of the school has been delegated to the Headteacher. The Headteacher acts as the Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

Pay decisions are made by the Governing Body which has delegated certain responsibilities and decision making powers to the Pay Committee. The Pay Committee shall be responsible for the establishment and review of the pay policy, subject to the approval of the Governing Body, and shall have full authority to take pay decisions on behalf of the Governing Body in accordance with this policy.

The Governing Body has established pay ranges for the Headteacher and Assistant Headteachers within the relevant group parameters. The Governing Body will normally appoint new leadership teachers at the bottom point of the relevant pay range.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	2
Full-time equivalent employee number	2.00

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	2
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	4,536,622
Percentage of the total pay bill spent on facility time	-

Paid trade union activities

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

The school works with the Ribston Hall Association (RHA), a Parent, Teacher and Friends Association who organise events to raise funds for the school to enable students to achieve their best. The Headteacher is a committee member of the RHA. The charity is registered with the Charity Commission for England and Wales and is run independently of the school.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Objectives and activities

Objects and aims

In February the Trustees appointed a new Headteacher. Following this appointment, the Board then appointed a new Deputy Headteacher as the new Headteacher had been promoted from this post. The board then worked with the new Head to revise and develop the job roles within the senior leadership team to best fit the school development priorities.

Prior to the full team starting in September, a range of stakeholder feedback and strategic development work was completed to develop a new revised set of school values and a clear vision for the next 5 years of school development.

Our (revised) **school values** promote students who are:

- **Ambitious** academic learners
- **Proud** to be Ribston
- **Confident** and creative thinkers

The Trustees and the Senior Leadership Team have developed the following vision as overarching objectives to help focus and drive our school development:

2030 Vision

- **Curriculum** - Tailored, ambitious and consistent
- **Focus on the first-choice destination** - Ribston and beyond
- **Proud to be Ribston** - Culture, Ethos, community and expectations
- **Exceptional environment** - Provide the best possible resources and facilities
- **Develop future leaders** through providing ambitious opportunities and experiences

Admissions

In September 2023 we admitted 149 students into Year 7 and 49 students into Year 12 giving us a total Sixth Form Population of 110 and 871 students on roll in total.

The entrance test continued to run with two sittings as numbers of students wanting to take the Gloucestershire entrance test continue to grow.

We successfully completed a range of induction activities for students that made them feel more confident than ever at the start of term. This year saw the introduction of a new Year 12 residential that helped students get to know each other and was heavily subsidised by the National Citizen Service to make it as accessible as possible to students.

Our Year 12 admission was lower than expected/budgeted for so was a key priority set by Trustees for the (then acting, now substantive) Headteacher.

Sixth Form development/student leadership

This was a key focus for the school as an improvement in Sixth Form recruitment was required to secure the school's financial sustainability and ensure we could continue to offer our broad curriculum. The development priorities for the sixth form were:

Provide exceptional educational experiences, through high-quality teaching, broad curriculum offer and aspirational academic support pathways.

- Develop a National Baccalaureate Trust accredited qualification that students complete alongside their A Level studies including personal development opportunities and project.
- Establish the Academic Excellence Pathway – a tailored, invite only programme dedicated to raising aspirations for students applying to Oxbridge and the most competitive Russell Group universities
- Development of curriculum and pedagogy to challenge the most able

Create personal development opportunities that promote exceptional experiences beyond the classroom.

- Establish an enrichment programme for our Wednesday afternoon timetable slot that provides a range of activities and experiences for students
- Create and promote a range of clubs and societies specifically open to senior students
- Introduce a Sixth Form Fundraising Week

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Foster student interactions and encounters that develop exceptional leadership skills and wider community engagement

- Introduce a Year 7 and Year 12 collaborative 'Unity Day' team-building activities for Year 7 and leadership experience for Year 12
- Include Student Leadership Roles in Staff and Trustee Leadership Meetings
- Use of subject mentors to build academic confidence

Nurture a strong culture of academic focus and community cohesion

- New Year 12 residential and focus on expectations and privileges for Sixth Form Students

The school ran an incredibly successful Sixth Form Open evening that was extremely well-attended, and the new initiatives outlined above established themselves extremely quickly gaining interest from students in Year 10 and 11.

Premises & Facilities

The school continued its regular programme of development work including renovating and refurbishing large sections of the school buildings, this includes works such as painting, new flooring, lighting and blinds. This regular programme of work helps to maintain the quality of the learning environment and keep our facilities in a good state of repair.

The school has been successful with a bid to the DfE's School's Rebuilding Programme (SRP) and continues to work closely with the DfE on the future development of the school site. During this period the team have begun the early feasibility study for the project which has been supported by the school by facilitating visits by surveyors and liaising with key stakeholders to support the information collection by the SRP team.

Technology

The school continues to invest in the development of its use of technology. At the start of this year we began our first year with our new Management information system (MIS), Arbor. This continued our development and use of cloud-based infrastructure to enhance and bring efficiencies to the systems used in school. This year we have also migrated to using this as our primary payment portal for parent payments and cashless catering.

We have also continued to invest in classroom technology, using the Gloucester United Schools grant to continue our replacement of interactive classroom display screens (from projectors) and portable laptops for use in a range of classrooms across the school.

Teaching & Learning

The school's teaching and learning development this year has focused on continuing to develop a culture of high challenge. This has involved in engaging with the National Association for Able Children in Education (NACE) and working towards their challenge award. This provides a framework for reflecting on and developing our pedagogy to be more sharply focused on the providing challenge for the most able students.

This involves developing the curriculum sequencing, specific intervention strategies and adaptive teaching.

Curriculum

We offer a broad and ambitious curriculum that has recently received a significant review of the sequencing and development of knowledge. Teachers have particularly considered opportunities for students to develop their knowledge beyond the curriculum and opportunities to go further to challenge the most able.

Our Key Stage 3 students receive teaching in a comprehensive range of subjects which follow the National Curriculum at their base but are enhanced through our specialist teachers' subject knowledge and expertise. For students in Key Stage 4 we deliver a range of 20 GCSEs, students studying 9 GCSEs each including the statutory core plus four option subjects with many choosing to study separate GCSEs in Biology Chemistry and Physics. At A Level we offer 22 subjects with most students taking three subjects with the option of studying for the EPQ or Ribston Project as part of the Ribston Baccalaureate.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Staff personalised professional development

Continuing Professional Development is highly personalised at Ribston. With the exception of statutory training (e.g. safeguarding), staff can pick from a menu of training opportunities that provide professional growth, both within the classroom and from a leadership perspective. Staff accrue points to a minimum expected level or can claim additional credits for incentives which include wellbeing days. Training opportunities are given greater 'weighting' based on the potential impact in school or on students rather than time taken to ensure that student experience is at the heart of this process.

Pastoral Care & Wellbeing

Our wellbeing and pastoral care provision has significantly benefited this year from the creation of a separate Workzone for students with SEN. This is staffed by our Assistant SENCO and a Teaching Assistant and enables an area where they can carry out targeted interventions for students. This has also allowed for our wellbeing hub to be reconfigured to have space for student decompression time to aid their return to lessons. We have evolved roles of staff in this space to develop a pastoral support triage role to effectively signpost support in school and a more focused Attendance Officer role to actively support interventions and improvements in student attendance.

Pupil Premium

We continue to support Pupil Premium students financially to access their education, this includes support with uniform and whole year group trips. We also target intervention in terms of close monitoring and mentoring from pastoral staff where academic gaps are identified.

We have also implemented a range of wider strategies to support improving school attendance, developments of our behaviour policy and 'early help' strategies to support dealing with mental health and wellbeing within school.

This strategy when combined with the widening access work below and the criteria in our admissions policy aims to remove or reduce some of the barriers that exist for under-resourced students.

Widening Access

We continue to work with local primary schools to raise aspirations for local students. This includes experiences in our state-of-the-art science block carrying out practical science experiments, experiences in computing and performance to name a few.

We also have a specific and separate programme for students who are eligible for the pupil premium and put forward by their primary school. This includes guiding them through entrance test familiarisation materials and an opportunity to work with a sixth form mentor. We do this whilst providing guidance for parents on the entrance test process.

Public Benefit

All the activities undertaken by the school are for the education of its students and the good of the wider local community. As such the primary objective of the school is to support those objectives and there is no financial return to any shareholders.

The school's Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising powers or duties. This has been with particular reference to Principles 1 and 2 as found in "The Advancement of Education for the Public Benefit, 2008".

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report

Achievements and performance

The significant work for the trust board this year has been the appointment of a new Headteacher, recruitment of a new Deputy Headteacher and supporting the transition to the new leadership team in school. This has included setting a clear strategic direction and vision, supporting the evaluation of our current strategic position and monitoring the urgent work to improve our Sixth Form recruitment and retention.

This work has resulted in a significant increase in Year 12 recruitment with nearly double the number of students enrolling in August to start in the new academic year September 2024.

Key performance indicators

The tables below show the results in the last three years. In 2022, there were still safeguards in place for student grades following the Covid pandemic, so it is difficult to make direct comparisons with the following two years.

GCSE grades are beginning to recover from the impact of the pandemic, A Level outcomes require significant improvement, and the work outlined in the aims and objectives above has begun to tackle that issue directly.

GCSE Results	2022	2023	2024
Number of candidates	123	121	151
% Grade 9	14.50%	7.57%	9.27%
% Grade 9-8	35.77%	21.48%	26.52%
A*/A% 9-7	58.12%	40.68%	48.18%
% students 5 A*-C i/c E and M (4+)	99.19%	96.69%	96.69%
% students 5 A*-C i/c E and M (5+)	96.75%	89.26%	85.43%
Progress 8 Score	0.43	0.11	0.22

A Level Results	2022	2023	2024
Number of Candidates	65	91	61
% A*	17.16%	5.94%	4.65%
% A* - A	41.78%	23.79%	16.28%
% A* - B	70.89%	53.53%	38.37%
% A* - C	88.73%	76.95%	70.93%
% A* - E	99.53%	98.14%	98.48%
Average Points Per Entry A Level	41.35	35.19	32.08
As a grade	B	B-	C+
L3VA A Level	0.16	-0.72	-0.71

Going concern

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

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Financial review

The majority of the School's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2024 and the associated expenditure are shown as Restricted General Funds in the Statement of Financial Activities.

At 31 August 2024 the net book value of fixed assets was £12,263,274 (2023: £12,695,872) and movements in tangible fixed assets are shown in note 11 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the School.

The accounts present a surplus carried forward on the Restricted General Fund of £386,137 (2023: £236,267).

Teaching staff costs as a percentage of the general annual grant for the period is 75%, a significant proportion of the grant as expected (2023: 76%).

The Restricted Fixed Asset Fund carried forward is £12,269,858 (2023: £12,743,687). This does not represent cash reserves available to spend. The bulk of this fund represents the assets donated on conversion including the freehold land and buildings. This fund will be depleted annually by the depreciation charge.

Reserves policy

The Finance committee, in conjunction with the full Board of Trustees recognises the importance of carrying forward sufficient funds to meet the school's long term aims and objectives, whilst balancing this with the delivery of a quality education for all its' students.

The school endeavours to build on its low reserves by exploring opportunities to increase income generation, fundraising and grant funding. Unrestricted income reserves currently stand at £200,378 (2023: £117,401). Restricted income reserves currently stand at £386,137 (2023: £236,267).

The trustees have agreed that the appropriate level of reserves should be equivalent to one month of GAG funding to provide sufficient liquid funds to cover committed expenditure, including employee costs for one month.

The Board of Trustees considers capital spend as part of the annual budget setting process, identifying grants and donations to support investment in IT and other significant equipment, to support refurbishment projects and as contributions to capital bids.

Investment policy

The accounting policy for investments is determined when the need arises. Should an investment become possible, then the trust determines the minimum risk options available to protect public monies, seeking appropriate advice from a professional adviser.

During 2023-2024, Trustees made the decision to place surplus funds on 90 day deposit with Lloyds Bank to maximise returns on cash surpluses. Short term deposits were also placed with Lloyds Bank in an Instant Access account via inter account transfers operated by the Finance and Operations Manager online.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Principal risks and uncertainties

The Trustees have assessed the major risks to which the school is exposed and identified and implemented strategies for addressing these risks. Significant risks and the measures in place to reduce these risks have been formally documented in the Risk Register, which is subject to continuing review. Where significant financial risk still remains, this is addressed by buying into the Department for Education Risk Protection Arrangement (RPA). The Trustees have an effective system of internal financial controls, and this is explained in more detail in the Governance Statement.

The school has completed a thorough review of its financial and risk management objectives in its Risk Register document. There is also a significant risk to the academy if required to meet the cost of any ill health early retirement. This risk has been mitigated by specific ill health insurance cover.

The school's non-teaching staff are entitled to membership of the Local Government Pension Scheme and under Accounting Standard FRS102, it is necessary to charge projected deficits on the Local Government Pension Scheme that is provided to support staff, to the restricted fund. The School's share of the scheme's assets is currently assessed to be equal to its liabilities in the scheme and consequently the balance sheet shows a net liability of £Nil (2023: £Nil). The employer contributions have been assessed and have been increased to bring a reduction in the pension liabilities in the future, although this may not be achieved until stock market investment values start to recover.

Fundraising

Fundraising at Ribston Hall High School has largely been through the Parents' Association, Ribston Hall Association, an independent registered charity. This has been based around events such as a regular quiz, providing refreshments at school events and performances, raffles, and a 100 club.

Parents are also invited to make regular donations to school funds to support school projects. The school also received sponsorship for sports team kit this year from several parents.

The school also receives an annual grant from Gloucester United Schools Fund used primarily to invest in ICT equipment across the school site.

Plans for future periods

Using our recently developed 2030 Vision the school has produced a series of development objectives linked to each point for the coming year. This includes continuing to develop our curriculum and pedagogy with a focus on the most able, developing our marketing, communication and outreach to improve retention and widen access to Grammar Schools. We will celebrate our students' academic success, broaden the opportunities available and continue to foster a culture of inclusivity in our vibrant and diverse community. All of this with a focus on sharing ambition to develop the leaders of the future.

We are now entering the second stage of the feasibility study for the Schools Rebuilding Programme; this is where a control option is recommended by the DfE team for the department's approval and the next stage of the planning process for the design and build of the project. The Senior Leadership Team will continue to work closely with the DfE team to achieve the best possible outcome for the school.

Other capital funding such as Devolved Formula Capital and Gloucester United Schools will be used to ensure that buildings unaffected by the Schools Rebuilding Programme are maintained to the highest standards and ICT resources are updated to provide clean, vibrant and modern facilities across the whole school site.

To ensure financial solvency the school will continue to manage its' funds prudently and focus on the internal retention of students into the sixth form without compromising on the admissions policy, develop the school fund and alumni support and respond to funding changes at the earliest opportunity.

The school will continue to develop strong relationships with our Partnership Primary Schools and their students in line with our Fair Access and Admissions Policy as well as improving communications with key stakeholders to promote and market the whole school through social media, newsletters, and the school website.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

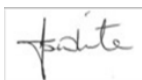
FOR THE YEAR ENDED 31 AUGUST 2024

Auditor

In so far as the Trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 13 December 2024 and signed on its behalf by:



Mrs F White

Chair of Trustees

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

Scope of responsibility

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

As Trustees, we have taken account of the guidance in DfE's governance handbook and competency framework for governance.

The board of trustees has delegated the day-to-day responsibility to the headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Ribston Hall High School Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 7 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
Mr I Henderson	5	7
Mr A Sen	6	7
Mrs F White (Chair of Trustees)	6	7
Mrs C Jones	7	7
Mr R Wallace	5	7
Miss L Morgan	5	7
Mr A J Waters (Headteacher and Accounting Officer)	7	7

Meetings were as scheduled and resumed in person. The committee quorum was three.

During the financial year 2023/24, the board of trustees continued to receive detailed reports from the Finance and Operations Manager providing greater clarity and transparency on both the financial situation, premises, health and safety and all operational matters pertaining to the academy.

This year, seven full trustees' meetings, three finance and four audit and risk meetings were held.

The board of trustees and the Headteacher continues to work with an experienced School Improvement Partner to ensure that the school is equipped strategically to deliver the school development plan and to facilitate our vision for Ribston Hall.

As a school we continue to embed cultural change by continuing to use a common language both in school and in our communications with all staff, students and parents.

Conflicts of interest

In accordance with statutory requirements as set out in the Academy Trust Handbook and the Charity Commission law, The Trustees and the Clerk regularly review any potential conflicts of interest. This ensures that any personal or business interests, either direct or indirect, does not influence any decisions made within the Trust. The agenda for all Trustee meetings contains an item for 'Declarations of Interest' so that disclosures can be made at the beginning of each meeting if required.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Governance reviews

The Trustees review the performance of the board annually.

This activity includes:

- a review of meeting attendance throughout the year
- a review of the board and its committees annual work plans to ensure all planned aspects have been addressed in line with statutory and key tasks
- a review of statutory policies and documents
- a review of Trustee skills and training

The actions consequent of the last review was the need to:

1. Continue the process of recruiting new Trustees

An external review of the school was undertaken in 23-24 by an independent consultant who worked with the Senior Leadership Team and Trustees to develop a set of values and vision for 2030. The consultant has been retained for 24-25 to continue this work underpinning strategic intent in all areas.

Finance committee

The finance committee together with the audit and risk committee are sub-committees of the main Board of Trustees.

Their purpose is to assist the decision making of the Board of Trustees, by enabling more detailed consideration to be given to fulfilling the board's responsibilities to ensure sound management of the school's finances, including proper planning, monitoring and probity.

Attendance at the Finance Committee meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
Mr I Henderson	3	3
Mr A Sen	3	3
Mr R Wallace	3	3
Miss L Morgan	2	3
Mr A J Waters (Headteacher and Accounting Officer)	3	3

Attendance at the Audit and Risk meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
Mr I Henderson	4	4
Mr A Sen	4	4
Mr R Wallace	3	4
Miss L Morgan	3	4

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.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The Accounting Officer considers how the Academy Trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by:

- Reviewing the structure of teaching and learning responsibilities to deliver the strategic aspirations of the school, including the appointment of two new staff members to the Senior Leadership Team
- Embedding the strategic intent through clear visualisation and staff, student and parent communications
- Reviewing and updating policies to ensure accountability across all areas of school life
- Developing effective marketing strategies to increase sixth form retention and showcase school achievements
- Developing financial payment systems for parents and eliminating associated license fees
- Developing school vision for 2030
- Review of cash balances to secure funds and maximise returns on surplus funds
- Review of income generation and fundraising activities to broaden income streams

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 Ribston Hall High School Academy Trust for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing 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 accounts. This process is regularly reviewed by the board of trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the finance committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- identification and management of risks.

The Board of Trustees commissioned School Business Leadership Services to carry out an internal audit during term six.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The Internal Auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. The Board of Trustees requested a focus on previous internal audit issues, HR, payroll processes, following a change in payroll provider and risk management and cyber security controls.

In particular, the checks carried out in the current period included:

- Previous internal audit issues raised
- HR & Payroll Processing
- Cyber Security Controls

This report will be considered at the first meeting of the Academy's Audit (Finance) Committee in the new autumn term, to consider the findings and to agree further actions with the Finance and Operations Manager.

In addition, two audits were undertaken in the autumn term by the Gloucestershire Safeguarding Childrens' Partnership relating to the school's safeguarding processes and scrutiny of the single central record. During the spring term an internal audit of health and safety was carried out by the link trustee responsible for this area with a report provided to the full board of trustees.

The Audit Committee as part of the Finance Committee will monitor progress at future scheduled meetings throughout the year.

Review of effectiveness

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

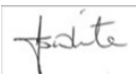
- the work of the internal auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework;
- the work of the external auditor
- regular reports and discussion with the Finance and Operations Manager;
- discussion at Finance and Audit committee meetings;
- support, guidance and correspondence from ESFA

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

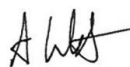
Conclusion

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

Approved by order of the board of trustees on 13 December 2024 and signed on its behalf by:



Mrs F White
Chair of Trustees



Mr A J Waters
Headteacher and Accounting Officer

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2024

As accounting officer of Ribston Hall High School Academy Trust, I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibilities for estates safety and management.

I confirm that I and the academy trust's board of trustees 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.

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



Mr A J Waters
Accounting Officer

13 December 2024

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees (who are also the directors of Ribston Hall High School Academy Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts in accordance with the Academies Accounts Direction 2023 to 2024 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare accounts for each financial year. Under company law, the Trustees must not approve the accounts 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 accounts, the Trustees are required to:

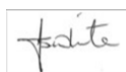
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the board of trustees on 13 December 2024 and signed on its behalf by:



Mrs F White

Chair of Trustees

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the accounts of Ribston Hall High School Academy Trust for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 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 accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the accounts and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the accounts themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report including the incorporated strategic report for the financial year for which the accounts are prepared is consistent with the accounts; and
- the trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report, including the incorporated strategic report.

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

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

Responsibilities of Trustees

As explained more fully in the statement of trustees' responsibilities, the Trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the Trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we 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. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk 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.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services.

Katherine Parkin (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

17 December 2024
.....

Chartered Accountants
Statutory Auditor

Epsilon House
The Square
Gloucester Business Park
Gloucester
United Kingdom
GL3 4AD

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO RIBSTON HALL HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2024

In accordance with the terms of our engagement letter dated 13 September 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 Ribston Hall High School Academy Trust 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 Ribston Hall High School Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Ribston Hall High School Academy Trust and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Ribston Hall High School Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Ribston Hall High School Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Ribston Hall High School Academy Trust's funding agreement with the Secretary of State for Education dated 31 May 2011 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 or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO RIBSTON HALL HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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.

Azets Audit Services.

Reporting Accountant

Azets Audit Services

17 December 2024

Dated:

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and capital grants	3	5,983	14,154	48,376	68,513	119,059
Charitable activities:						
- Funding for educational operations	4	249,679	5,750,020	-	5,999,699	5,526,753
Other trading activities	5	81,228	-	-	81,228	80,299
Total		336,890	5,764,174	48,376	6,149,440	5,726,111
Expenditure on:						
Charitable activities:						
- Educational operations	7	253,913	5,537,199	543,310	6,334,422	6,070,020
Total	6	253,913	5,537,199	543,310	6,334,422	6,070,020
Net income/(expenditure)		82,977	226,975	(494,934)	(184,982)	(343,909)
Transfers between funds	15	-	(21,105)	21,105	-	-
Other recognised gains/(losses)						
Actuarial (losses)/gains on defined benefit pension schemes	23	-	(56,000)	-	(56,000)	327,000
Net movement in funds		82,977	149,870	(473,829)	(240,982)	(16,909)
Reconciliation of funds						
Total funds brought forward		117,401	236,267	12,743,687	13,097,355	13,114,264
Total funds carried forward		200,378	386,137	12,269,858	12,856,373	13,097,355

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2024

Comparative year information Year ended 31 August 2023	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2023 £
Income and endowments from:					
Donations and capital grants	3	3,137	10,463	105,459	119,059
Charitable activities:					
- Funding for educational operations	4	212,335	5,314,418	-	5,526,753
Other trading activities	5	80,299	-	-	80,299
Total		<u>295,771</u>	<u>5,324,881</u>	<u>105,459</u>	<u>5,726,111</u>
Expenditure on:					
Charitable activities:					
- Educational operations	7	237,618	5,261,000	571,402	6,070,020
Total	6	<u>237,618</u>	<u>5,261,000</u>	<u>571,402</u>	<u>6,070,020</u>
Net income/(expenditure)		58,153	63,881	(465,943)	(343,909)
Transfers between funds	15	-	(9,388)	9,388	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	23	-	327,000	-	327,000
Net movement in funds		58,153	381,493	(456,555)	(16,909)
Reconciliation of funds					
Total funds brought forward		59,248	(145,226)	13,200,242	13,114,264
Total funds carried forward		<u>117,401</u>	<u>236,267</u>	<u>12,743,687</u>	<u>13,097,355</u>

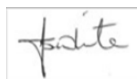
RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	11		12,263,274		12,695,872
Current assets					
Debtors	12	143,078		140,095	
Cash at bank and in hand		873,731		790,730	
		<u>1,016,809</u>		<u>930,825</u>	
Current liabilities					
Creditors: amounts falling due within one year	13	(423,710)		(529,342)	
Net current assets			<u>593,099</u>		<u>401,483</u>
Net assets excluding pension asset			<u>12,856,373</u>		<u>13,097,355</u>
Defined benefit pension scheme asset	23		-		-
Total net assets			<u><u>12,856,373</u></u>		<u><u>13,097,355</u></u>
Funds of the academy trust:					
Restricted funds	15				
- Fixed asset funds			12,269,858		12,743,687
- Restricted income funds			386,137		236,267
Total restricted funds			<u>12,655,995</u>		<u>12,979,954</u>
Unrestricted income funds	15		<u>200,378</u>		<u>117,401</u>
Total funds			<u><u>12,856,373</u></u>		<u><u>13,097,355</u></u>

The accounts on pages 24 to 46 were approved by the Trustees and authorised for issue on 13 December 2024 and are signed on their behalf by:



Mrs F White
Chair of Trustees

Company registration number 07625308 (England and Wales)

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Net cash provided by operating activities	19		150,667		317,151
Cash flows from investing activities					
Capital grants from DfE Group		19,626		55,529	
Capital funding received from sponsors and others		28,750		49,930	
Purchase of tangible fixed assets		(110,712)		(115,540)	
Net cash used in investing activities			(62,336)		(10,081)
Cash flows from financing activities					
Repayment of long term CIF loan		(5,330)		(10,236)	
Net cash used in financing activities			(5,330)		(10,236)
Net increase in cash and cash equivalents in the reporting period			83,001		296,834
Cash and cash equivalents at beginning of the year			790,730		493,896
Cash and cash equivalents at end of the year			873,731		790,730

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

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

1.1 Basis of preparation

The accounts 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.

1.2 Going concern

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

1.3 Income

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

Grants

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

General Annual Grant is recognised in full in the statement of financial activities in the period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

Donations

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

Other income

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

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the accounts until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

1.5 Tangible fixed assets and depreciation

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 that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction at rates calculated to write off the cost of each asset, as follows:

Freehold property	2% on cost
Freehold improvements	10% on cost
Computer equipment	25% - 33% reducing balance
Furniture & equipment	15% - 25% reducing balance

The school owns the property it operates from. The valuation of the Freehold buildings was considered by the Trustees and included at what they consider a reasonable estimate of current market value.

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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

1.6 Liabilities

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

1.7 Provisions

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

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

1.8 Leased assets

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

1.9 Financial instruments

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

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.10 Taxation

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

1.11 Pensions benefits

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the academy trust.

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

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

1.12 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 Education, Private Sponsors and School Fund accounts.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.13 Employee benefits

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Agency arrangements

The academy trust acts as an agent in distributing certain monies to students and other schools, for example 16-19 Bursary funding from the ESFA in so far as these are not discretionary in nature.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 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.

The present value of the defined benefit obligation is less than the fair value of plan assets as at 31 August 2024 and therefore the defined benefit plan is in a surplus position. An entity can only recognise a plan surplus to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. The plan surplus has therefore been restricted as seen in the Pension and similar obligations note.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Capital grants	-	19,626	19,626	55,529
Other donations	5,983	42,904	48,887	63,530
	<u>5,983</u>	<u>62,530</u>	<u>68,513</u>	<u>119,059</u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

4 Funding for the academy trust's educational operations

Educational operations	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
DfE/ESFA grants				
General annual grant (GAG)	-	4,967,140	4,967,140	4,690,252
Other DfE/ESFA grants:				
- Pupil premium	-	68,743	68,743	64,225
- Supplementary grant	-	144,483	144,483	189,416
- Teachers pension grants	-	75,978	75,978	32,261
- Teachers pay grants	-	74,544	74,544	365
- Others	-	28,119	28,119	16,219
	-	5,359,007	5,359,007	4,992,738
Other government grants				
Local authority grants	-	14,475	14,475	17,338
COVID-19 additional funding				
DfE/ESFA				
Recovery premium	-	15,939	15,939	15,732
Other incoming resources	249,679	29,842	279,521	229,371
Total funding for educational operations	249,679	5,419,263	5,668,942	5,255,179
School funds	-	330,757	330,757	271,574
Total funding	249,679	5,750,020	5,999,699	5,526,753

The academy received £15,939 (2023: £15,732) of funding for catch-up/recovery premium and costs incurred in respect of this funding totalled £15,939 (2023: £15,732).

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Hire of facilities	51,355	-	51,355	28,581
Other income	29,873	-	29,873	51,718
	81,228	-	81,228	80,299

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

6 Expenditure

	Staff costs £	Non-pay expenditure		Total 2024 £	Total 2023 £
		Premises £	Other £		
Academy's educational operations					
- Direct costs	3,714,980	-	532,766	4,247,746	3,994,090
- Allocated support costs	821,642	847,548	417,486	2,086,676	2,075,930
	<u>4,536,622</u>	<u>847,548</u>	<u>950,252</u>	<u>6,334,422</u>	<u>6,070,020</u>

Net income/(expenditure) for the year includes:

	2024 £	2023 £
Operating lease rentals	11,913	10,954
Depreciation of tangible fixed assets	543,310	571,402
Fees payable to auditor for:		
- Audit	16,041	11,619
- Assurance services other than audit	3,316	2,919
- Other services	1,640	1,375
Net interest on defined benefit pension liability	(9,000)	13,000

7 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Direct costs				
Educational operations	6,172	4,241,574	4,247,746	3,994,090
Support costs				
Educational operations	247,741	1,838,935	2,086,676	2,075,930
	<u>253,913</u>	<u>6,080,509</u>	<u>6,334,422</u>	<u>6,070,020</u>

	2024 £	2023 £
Analysis of support costs		
Support staff costs	807,511	812,605
Depreciation	543,310	571,402
Technology costs	128,297	109,163
Premises costs	304,238	283,738
Legal costs	20,846	26,746
Other support costs	244,906	223,073
Governance costs	37,568	49,203
	<u>2,086,676</u>	<u>2,075,930</u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

8 Staff

Staff costs and employee benefits

Staff costs during the year were:

	2024 £	2023 £
Wages and salaries	3,353,105	3,179,767
Social security costs	304,453	297,691
Pension costs	784,336	726,332
	<hr/>	<hr/>
Staff costs - employees	4,441,894	4,203,790
Agency staff costs	89,843	120,725
Staff restructuring costs	4,885	76,475
	<hr/>	<hr/>
Total staff expenditure	4,536,622	4,400,990
	<hr/> <hr/>	<hr/> <hr/>

Staff restructuring costs comprise:

Severance payments	4,885	76,475
	<hr/> <hr/>	<hr/> <hr/>

Severance payments

The legal authority for making the above ex-gratia payments was delegated authority or approval from the Education and Skills Funding Agency, in accordance with the Academy Trust Handbook 2023.

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

£0 - £25,000	1
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Special staff severance payments

Special staff severance payments are amounts paid to employees outside of statutory and contractual requirements. Included in staff restructuring costs are special severance payments totalling £4,885 (2023: £41,950). Individually, the payments were: £4,885 (2023: £25,894 and £16,056).

Staff numbers

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

	2024 Number	2023 Number
Teachers	51	51
Administration and support	66	71
Management	4	6
	<hr/>	<hr/>
	121	128
	<hr/> <hr/>	<hr/> <hr/>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

8 Staff

(Continued)

Higher paid staff

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

	2024 Number	2023 Number
In the band £60,001 - £70,000	1	3
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	1	-
In the band £150,001 - £160,000	-	1

Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior leadership team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £417,866 (2023: £705,238).

9 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff members under their contracts of employment, and not in respect of their services as Trustees.

The value of trustees' remuneration and other benefits was as follows:

Mrs Sarah Colombini, Headteacher (resigned 31 August 2023)

- Remuneration N/A (2023 - £155,000 - £160,000)
- Employer's pension contributions N/A (2023 - £0 - £5,000)

Miss Leticia Erro, Staff Trustee (resigned 31 August 2023)

- Remuneration N/A (2023 - £45,000 - £50,000)
- Employer's pension contributions N/A (2023 - £10,000 - £15,000)

Mr Alec Waters, Headteacher

- Remuneration £90,000 - £95,000 (2023 - £Nil)
- Employer's pension contributions £20,000 - £25,000 (2023 - £Nil)

During the year, travel and subsistence payments totalling £Nil (2023: £202) were reimbursed or paid directly to a Trustee.

Other related party transactions involving the Trustees are set out within the related party transactions note.

10 Trustees' and officers' insurance

The academy trust has opted into the Department for Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

11 Tangible fixed assets

	Freehold property £	Freehold improvements £	Computer equipment £	Furniture & equipment £	Total £
Cost					
At 1 September 2023	15,308,116	2,613,125	493,082	305,738	18,720,061
Additions	-	73,962	28,270	8,480	110,712
At 31 August 2024	15,308,116	2,687,087	521,352	314,218	18,830,773
Depreciation					
At 1 September 2023	3,346,893	2,055,031	386,304	235,961	6,024,189
Charge for the year	307,354	181,026	40,148	14,782	543,310
At 31 August 2024	3,654,247	2,236,057	426,452	250,743	6,567,499
Net book value					
At 31 August 2024	11,653,869	451,030	94,900	63,475	12,263,274
At 31 August 2023	11,961,223	558,094	106,778	69,777	12,695,872

On conversion the Trustee's agreed to base their valuation of freehold land and buildings on insurance valuation. This was chosen in favour of having a formal valuation done as the cost of a formal valuation would be onerous compared with the additional benefit derived by the users of the accounts.

Due to the School buildings being deemed specialist in nature and therefore not traded in an open market, insurance valuation was deemed to be a reasonable estimate of depreciated replacement cost for recognition purposes.

12 Debtors

	2024 £	2023 £
Trade debtors	5,435	131
VAT recoverable	27,660	17,248
Other debtors	673	900
Prepayments and accrued income	109,310	121,816
	143,078	140,095

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

13 Creditors: amounts falling due within one year

	2024	2023
	£	£
Government loans	3,426	8,756
Trade creditors	120,322	108,330
Other taxation and social security	71,550	96,806
Other creditors	93,818	95,313
Accruals and deferred income	134,594	220,137
	<u>423,710</u>	<u>529,342</u>

14 Deferred income

	2024	2023
	£	£
Deferred income is included within:		
Creditors due within one year	47,037	106,110
	<u>47,037</u>	<u>106,110</u>
Deferred income at 1 September 2023	106,110	25,146
Released from previous years	(106,110)	(25,146)
Resources deferred in the year	47,037	106,110
	<u>47,037</u>	<u>106,110</u>
Deferred income at 31 August 2024	<u>47,037</u>	<u>106,110</u>

At the balance sheet date, the Academy was holding funds received in advance in relation to school trips due to take place in 2024/25. The prior year balance related entirely to funds received in advance in relation to school trips due to take place in 2023/24.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

15 Funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted general funds					
General Annual Grant (GAG)	201,544	4,967,140	(4,824,758)	(21,105)	322,821
Supplementary grant/MSAG	-	146,626	(143,626)	-	3,000
Pupil premium	8,053	68,743	(68,743)	-	8,053
Catch-up premium	-	15,939	(15,939)	-	-
Other DfE/ESFA grants	2,799	176,498	(179,498)	-	(201)
Other government grants	-	14,475	(13,325)	-	1,150
School Fund Account	19,333	348,727	(322,655)	-	45,405
Other restricted funds	4,538	26,026	(24,655)	-	5,909
Pension reserve	-	-	56,000	(56,000)	-
	<u>236,267</u>	<u>5,764,174</u>	<u>(5,537,199)</u>	<u>(77,105)</u>	<u>386,137</u>
Restricted fixed asset funds					
DfE group capital grants	1,943,718	19,626	(201,312)	-	1,762,032
Capital expenditure from GAG	279,166	-	(25,424)	15,775	269,517
Transfer on conversion	10,377,540	-	(277,029)	-	10,100,511
Other donations	151,574	28,750	(39,433)	-	140,891
School Fund	445	-	(112)	-	333
CIF loan	(8,756)	-	-	5,330	(3,426)
	<u>12,743,687</u>	<u>48,376</u>	<u>(543,310)</u>	<u>21,105</u>	<u>12,269,858</u>
Total restricted funds	<u>12,979,954</u>	<u>5,812,550</u>	<u>(6,080,509)</u>	<u>(56,000)</u>	<u>12,655,995</u>
Unrestricted funds					
General funds	117,401	336,890	(253,913)	-	200,378
Total funds	<u>13,097,355</u>	<u>6,149,440</u>	<u>(6,334,422)</u>	<u>(56,000)</u>	<u>12,856,373</u>

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

The Restricted General Fund includes GAG and other grants receivable from the ESFA, Local Authority and Private Sponsors towards the School's educational activities. School funds held in respect of educational visits and events are also included in the Restricted General Fund.

The Restricted Fixed Asset Fund includes amounts receivable from the ESFA and private Sponsors in respect of tangible fixed assets held for Academy use.

The Pension Reserve relates to the School's share of the deficit of the Local Government Pension Scheme overseen by the Local Authority.

Transfers between funds relate to fixed asset purchases made from other funds and to reflect appropriately the underlying arrangements in respect of CIF loans.

The academy trust is not subject to GAG carried forward limits.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

15 Funds

(Continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	120,989	4,690,252	(4,600,309)	(9,388)	201,544
Pupil premium	-	64,225	(56,172)	-	8,053
Catch-up premium	-	15,732	(15,732)	-	-
Supplementary grant	-	189,416	(189,416)	-	-
Other DfE/ESFA grants	7,630	48,845	(53,676)	-	2,799
Other government grants	-	17,338	(17,338)	-	-
School Fund Account	15,617	288,699	(284,983)	-	19,333
Other restricted funds	4,538	10,374	(10,374)	-	4,538
Pension reserve	(294,000)	-	(33,000)	327,000	-
	<u>(145,226)</u>	<u>5,324,881</u>	<u>(5,261,000)</u>	<u>317,612</u>	<u>236,267</u>
Restricted fixed asset funds					
DfE group capital grants	2,128,907	55,529	(240,718)	-	1,943,718
Capital expenditure from GAG	300,430	-	(21,264)	-	279,166
Transfer on conversion	10,655,622	-	(278,082)	-	10,377,540
Other donations	132,833	49,930	(31,189)	-	151,574
School Fund	594	-	(149)	-	445
CIF loan	(18,144)	-	-	9,388	(8,756)
	<u>13,200,242</u>	<u>105,459</u>	<u>(571,402)</u>	<u>9,388</u>	<u>12,743,687</u>
Total restricted funds	<u>13,055,016</u>	<u>5,430,340</u>	<u>(5,832,402)</u>	<u>327,000</u>	<u>12,979,954</u>
Unrestricted funds					
General funds	<u>59,248</u>	<u>295,771</u>	<u>(237,618)</u>	<u>-</u>	<u>117,401</u>
Total funds	<u>13,114,264</u>	<u>5,726,111</u>	<u>(6,070,020)</u>	<u>327,000</u>	<u>13,097,355</u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

16 Analysis of net assets between funds

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	-	12,263,274	12,263,274
Current assets	316,251	690,548	10,010	1,016,809
Current liabilities	(115,873)	(304,411)	(3,426)	(423,710)
Total net assets	<u>200,378</u>	<u>386,137</u>	<u>12,269,858</u>	<u>12,856,373</u>

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	12,695,872	12,695,872
Current assets	160,901	713,353	56,571	930,825
Current liabilities	(43,500)	(477,086)	(8,756)	(529,342)
Total net assets	<u>117,401</u>	<u>236,267</u>	<u>12,743,687</u>	<u>13,097,355</u>

17 Capital commitments

At 31 August 2024 the Academy had capital commitments totalling £Nil (2023: £Nil).

18 Long-term commitments

Operating leases

At 31 August 2024 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2024 £	2023 £
Amounts due within one year	18,638	11,850
Amounts due in two and five years	47,249	25,737
	<u>65,887</u>	<u>37,587</u>

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Reconciliation of net expenditure to net cash flow from operating activities	Notes	2024 £	2023 £
Net expenditure for the reporting period (as per the statement of financial activities)		(184,982)	(343,909)
Adjusted for:			
Capital grants from DfE and other capital income		(48,376)	(105,459)
Defined benefit pension costs less contributions payable	23	(47,000)	20,000
Defined benefit pension scheme finance (income)/cost	23	(9,000)	13,000
Depreciation of tangible fixed assets		543,310	571,402
(Increase) in debtors		(2,983)	(1,750)
(Decrease)/increase in creditors		(100,302)	163,867
Net cash provided by operating activities		<u>150,667</u>	<u>317,151</u>

20 Analysis of changes in net funds	1 September 2023 £	Cash flows £	31 August 2024 £
Cash	790,730	83,001	873,731
Loans falling due within one year	(8,756)	5,330	(3,426)
	<u>781,974</u>	<u>88,331</u>	<u>870,305</u>

21 Contingent liabilities

During the current year, no contingent liabilities noted. In the prior year, a legal claim arose in relation to matters that occurred during that year. The Academy considered that they were unlikely to be financially liable and due to its unlikely nature had not been included in the balance sheet.

22 Members' liability

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

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

23 Pension and similar obligations

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

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 that of the LGPS related to the period ended 31 March 2022.

Contributions amounting to £70,050 (TPS) and £24,821 (LGPS) were payable to the schemes at 31 August 2024 (2023 - £57,474 (TPS) and £22,349 (LGPS)) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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

The key elements of the valuation 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.

The employer's pension costs paid to the TPS in the period amounted to £592,215 (2023: £495,836).

A copy of the valuation report and supporting documentation is on the Teachers' Pension 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.

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

23 Pension and similar obligations

(Continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 25.2% for employers and between 5.5% - 12.5% for employees.

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

Total contributions made	2024	2023
	£	£
Employer's contributions	240,000	212,000
Employees' contributions	58,000	52,000
Total contributions	298,000	264,000

Principal actuarial assumptions	2024	2023
	%	%
Rate of increase in salaries	3.15	3.50
Rate of increase for pensions in payment/inflation	2.65	3.00
Discount rate for scheme liabilities	5.00	5.20
Inflation assumption (CPI)	2.65	3.00
Commutation of pension to lump sums	50	50

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

	2024	2023
	Years	Years
Retiring today		
- Males	20.2	20.2
- Females	24.1	24.1
Retiring in 20 years		
- Males	21.8	21.9
- Females	25.6	25.6

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

23 Pension and similar obligations (Continued)

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

	2024	2023
Discount rate + 0.1%	(83,000)	(74,000)
Discount rate - 0.1%	83,000	74,000
Mortality assumption + 1 year	146,000	133,000
Mortality assumption - 1 year	(146,000)	(133,000)
CPI rate + 0.1%	81,000	64,000
CPI rate - 0.1%	(81,000)	(64,000)

Defined benefit pension scheme net asset	2024	2023
	£	£
Scheme assets	4,134,000	3,457,000
Scheme obligations	(3,651,000)	(3,315,000)
Surplus/(deficit) in scheme	483,000	142,000
Restriction on scheme assets	(483,000)	(142,000)
Total asset/(liability) recognised	-	-

The academy trust's share of the assets in the scheme	2024	2023
	Fair value	Fair value
	£	£
Equities	2,647,000	2,247,000
Government bonds	909,000	726,000
Cash and other liquid assets	41,000	69,000
Property	537,000	415,000
Total market value of assets	4,134,000	3,457,000

The actual return on scheme assets was £104,000 (2023: £1,000).

Amount recognised in the statement of financial activities	2024	2023
	£	£
Current service cost	193,000	232,000
Interest income	(186,000)	(142,000)
Interest cost	177,000	155,000
Total operating charge	184,000	245,000

RIBSTON HALL HIGH SCHOOL ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

23 Pension and similar obligations	(Continued)	
Changes in the present value of defined benefit obligations	2024	2023
	£	£
At 1 September 2023	3,315,000	3,541,000
Current service cost	193,000	232,000
Interest cost	177,000	155,000
Employee contributions	58,000	52,000
Actuarial gain	(26,000)	(610,000)
Benefits paid	(66,000)	(55,000)
	<u>3,651,000</u>	<u>3,315,000</u>
At 31 August 2024	<u>3,651,000</u>	<u>3,315,000</u>
	<u>3,651,000</u>	<u>3,315,000</u>
Changes in the fair value of the academy trust's share of scheme assets	2024	2023
	£	£
At 1 September 2023	3,457,000	3,247,000
Interest income	186,000	142,000
Actuarial (gain)/loss	259,000	(141,000)
Employer contributions	240,000	212,000
Employee contributions	58,000	52,000
Benefits paid	(66,000)	(55,000)
	<u>4,134,000</u>	<u>3,457,000</u>
At 31 August 2024	<u>4,134,000</u>	<u>3,457,000</u>
	<u>4,134,000</u>	<u>3,457,000</u>

24 Related party transactions

Owing to the nature of the academy trust and composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account (2023: £Nil), other than certain trustees' remuneration and expenses already disclosed in note 9.