

Company Registration No. 08212425 (England and Wales)

BRENTWOOD URSULINE CONVENT HIGH SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

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BRENTWOOD URSULINE CONVENT HIGH SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees	R Wilkin (Headteacher and Accounting Officer)* T Kemp (Chair)* M Butcher* E O'Riordan S Appiah Bimpong* AM Staff A Walker-Cook (Appointed 19/03/24) D Sammy A Mudangwe (Appointed 26/02/24) S Baptist (Appointed 12/03/24) S Harbott A Binnell* (Resigned 31/12/23) Father G Dench (Term Expired 24/09/23) N Holmes (Resigned 19/03/24) K Parker (Resigned 05/01/2024)
	* Members of the Finance and Premises Committee
Members	T Kemp A Williams R Simpson
Company Secretary	C Cowler
Senior management team	
- Headteacher	R Wilkin
- Deputy Headteacher	A Corless (retired 31/08/2024)
- Deputy Headteacher	F Scott
- Deputy Headteacher	K Wenborne
- Assistant Headteacher	D Giles
- Assistant Headteacher	A Baird
- Assistant Headteacher	T Orritt
- Assistant Headteacher	A Shaw
- Business Manager	C Cowler
Company registration number	08212425 (England and Wales)
Registered office	Brentwood Ursuline Convent High School Queens Road Brentwood CM14 4EX United Kingdom
Independent auditor	Baxter & Co Lynwood House Crofton Road Orpington, Kent BR6 8QE
Bankers	LLOYDS 47 High Street Brentwood, Essex CM14 4RN
Solicitors	Winckworth Sherwood Minerva House 5 Montague Close London SE1 9BB

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the Financial Statements 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 principal activity of the company is the operation of a state-funded Academy, Brentwood Ursuline Convent High School, providing a Catholic education for students aged 11 to 18. It has a pupil capacity of 1,049 and had a roll of 1,024 in the February 24 school census.

Structure, governance and management

Constitution

The academy trust was incorporated as a company on 12/09/2012 and the predecessor school converted to academy status on 01/10/2012. The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The trustees of Brentwood Ursuline Convent High School Academy Trust Limited are also the directors of the charitable company for the purposes of company law and they are the governors of the Academy.

The charitable company is known as Brentwood Ursuline Convent High School.

Details of the Trustees who served during the year, and to the date these Financial Statements 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 or within one year of when they ceased to be a member.

Trustees' Indemnities

The trust has not given any indemnity in respect of any of its trustees.

Method of recruitment and appointment or election of trustees

In accordance with the articles, the trustees of the charitable company are the governors. They are appointed as follows:

- a) 6 Foundation Trustees recruiting
- b) 1 staff trustee elected by the staff
- c) 3 parent trustees elected by parents
- d) The Headteacher

In respect of those appointed by the trustees, ((a), above) when a vacancy arises, the trustees seek to make an appointment that would maximise the relevant skills and experience on the board as a whole.

Policies and procedures adopted for the induction and training of trustees

The training and induction provided for new governors will depend on their existing experience. Where necessary, induction will provide training in charity, educational, legal and financial matters. All governors are provided with the information needed (including policies, minutes, budgets, etc) to undertake their role as governors.

Organisational structure

The board of governors, the majority of whom are non-executive, comprises those persons appointed under the Articles of Association. The board meets at least three times a year and has two committees, the other committees ceased in 2015. Governors have taken the decision to continue with a Staff Governor.

There is a Finance & Premises committee and a separate Audit & Risk Committee.

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The committees are formally constituted with terms of reference and comprises of appropriately qualified and experienced members.

Governors delegate specific responsibilities to its committees, the activities of which are reported to and discussed at full Governing Body Meetings.

Day to day management of the company is undertaken by the Principal, supported by the Leadership Team.

The Principal is the Accounting Officer and the Business Manager is the Chief Finance Officer.

The Academy Trust does not have any subsidiary, joint ventures, or associates.

Arrangements for setting pay and remuneration of key management personnel

The senior management team (SMT) are the key management personnel of the trust. Trustees are also senior management although they receive no pay or other remuneration in respect of their role as trustees. Where staff trustees are in place, they receive remuneration for their role as staff and their pay is determined in the same way as applicable to all other staff. Further details of remuneration paid to staff who are trustees is set out within the notes to the accounts.

The pay of the Headteacher is set annually by the HR/Pay Committee, having regards to performance against objectives set the previous year and within a stated ISR (pay range) determined by the HR/Pay Committee. Pay of other SLT members is set by the Pay Committee again having regard to performance against previously agreed objectives and any recommendations made by the Headteacher and with reference to the National Leadership pay scale.

Trade Union Facility Time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
3	2.8

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total Cost of facility time	0
Total Pay bill	£5,760k
Percentage of the total pay bill spent on facility time	0%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours.	0%
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Related Parties and other Connected Charities and Organisations

The academy trust does not have connected organisations or related party relationships.

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

Objectives and activities

Objects and aims

The principal object of the company is the advancement of education in the United Kingdom. It achieves this object principally through the operation of Brentwood Ursuline Convent High School, the aim being to provide the highest possible standard of education and pastoral care, maximising the life-chances of its students.

Objectives, strategies and activities

The long-term strategic intention of BUCHS is:

- To be the highest-achieving non-selective school in the Diocese and the Local Authority, resulting in an Ofsted grading of Outstanding at the next inspection.
- Excellence in STEM, complemented by an active programme of high-quality creative opportunities, some of which will be taught and some extra-curricular
- To enhance our Ursuline ethos by developing Catholic leadership of the highest quality amongst students and staff

There are other activities that are not included in the plan because they are a continuation from previous years of our work to improve all aspects of the school. This plan should be read in the light of the more constrained funding available over the plan period and the need to make efficiency savings in as many areas as possible.

Medium term objectives 23-24:

1. **To address the points for development in the 2023 Ofsted report by reforming the processes around pastoral care and safeguarding.**
2. **Address the points for development in the 2023 Ofsted report by improving CIAG, together with PSHE in the Sixth Form**
3. **Prepare for Catholic School Inspection from Sept 2024**
4. **Take advantage of technology to improve workplace efficiency and relieve excessive workload**
5. **Carry out the planning for a new Sixth Form block**

The long-term strategic Building intention of BUCHS is:

- To improve and maintain the overall condition of the premises
- To improve the security and health and safety of the premises
- To improve the capacity and provision of the school buildings improving energy efficiency for the future

This included as short term actions:

- To investigate provision of another servery within the school reducing queuing times.
 - To refurbish the outside of Fairview where it is starting to decay.
 - Renew pitched roofs missed from contract, preventing leaks and improving energy efficiency - *In progress*
 - To investigate new windows in the T- Block and North Front of the school. *To be investigated for possible CIF bid 23/24*
 - To renew all Fire doors in the school improving health and safety – *To be investigated for possible CIF bid 23/24*
 - Investigate the feasibility of building a new 6th form area to increase capacity of the sixth form area, improving sixth form numbers. - *In progress*
 - Rebuild extend and enhance the school wifi to allow for easier access in more locations given the limitations of the building structure. (summer 2022 job) costing to follow.
 - To continue to improve and add to CCTV facilities within the school premises.
 - Investigate cloud backup solutions to improve school backup effectiveness and resilience to follow the DFE guidelines for school backup security.
 - Audit projector facilities in classroom and replace as appropriate.
-

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- To investigate the feasibility of electronic registration/attendance.
- To replace the remaining classroom desktops due to the demise of windows 10 in 2025 and install windows 11.

Public benefit

In setting the objectives and planning the associated activities, governors have given careful consideration to the Charity Commission's general guidance on public benefit.

Strategic report

Achievements and Performance

The school continued to operate very effectively during 2023-24. The changes to our safeguarding systems designed in 2022-3 were fully brought into effect from September 2024.

Regular reporting to Governors takes place from the Strategic Safeguarding group. The link Governor report from a scrutiny visit in summer 2024 was very positive. Half termly summary reports show active safeguarding cases much lower than prior to the operation of the new system but referrals to external agencies are slightly more numerous, suggesting that the significant cases are being dealt with more effectively by our streamlined process; pastoral monitoring of non-safeguarding cases is being recorded on SIMS for attention by pastoral staff such as Heads of Year. This change has been highly effective, spreading the leadership of safeguarding across SLT, supported by Pastoral Support Administrators.

A Level achievement was slightly disappointing in summer 2024, with 51% of results at A*-B. This was only average when compared to initial Essex figures, so action is being taken to strengthen the leadership of the Sixth Form, with a new SLT line manager, a new Head of Year 12, and a new Head of Year 13 from January 2025. We also tightened up on our 2024 entry to Year 12, with a more rigorous application of our A Level entry criteria. This inevitably restricts numbers, with a financial implication in two years' time, but the advantage is that we retain a higher proportion of students able to cope with the demands of A Level. Vocational results were excellent, however, with 43% of results at Distinction-Star (no Essex average not available); 75% at Distinction (Essex average 48%); the pass rate overall was 100% (Essex average 80%).

GCSE results remained outstanding for Progress 8, with an indicative score of more than +1 grade; this repeats our achievement since 2018 and we are very proud of the difference Brentwood Ursuline makes to the life-chances of our students. Our percentages of 9-7, 9-5 and 9-4 grades were all higher than the preceding four years (2018/19/22/23, we are discounting the two years of COVID); this despite the return of pre-COVID grading and the national picture that COVID negatively affected academic progress for students at primary, as well as secondary, level.

Our percentage of students gaining either 9-7 or 9-5 in both English and Maths (the 'Basics measure') is once again the highest of all non-selective schools in Essex.

The V8 score for Disadvantaged students was +0.65, slightly below the non-disadvantaged figure but, judging by the 2023 Essex average of -0.01, still exceptionally strong when viewed in context.

SEN P8 was +1.16, higher than our non-SEN students, and vindicates the strategies we have adopted to support SEN in the classroom, not largely with LSAs (we have only two LSAs in the school) but through effective strategies from class teachers and strong pastoral support.

As already indicated, recruitment into the Sixth Form was lower than last year, with 80 in Year 12, a decrease of 15 and back to the level of 2022. New leadership has been appointed and marketing to our Year 11s has already started.

BUCHS again comfortably exceeded its target (95%) for attendance, with 95.4% achieved (Essex average 91%, national average 91%).

The AHT responsible for CSI preparation has continued to refine and improve the school's self-evaluation, so we have every confidence that we are doing all we can to meet expectations as a Catholic school. I am pleased to report that, through a determined recruitment effort this year, we have been able to fulfil our commitment to the required proportion of time for RE at all Key Stages. Adjusting our 3 year KS4 curriculum to dovetail with the RE Directory has been challenging but we are satisfied that it has been successfully achieved from Sept 2024.

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The school's commitment to leadership development continues. One DH colleague has completed NPQH; one AHT has completed the MA in Catholic Leadership; one AHT colleague has completed NPQSL. I continue to facilitate the NPQH for Saffron Walden Teaching Alliance.

Key Performance Indicators

The ratio of current assets: current liabilities should be at least 1.7:1.

At 31 August 2023, the ratio was 3.2: 1 (2023: 3.9: 1).

Staff costs as a % of ESFA & LA funding (excluding Capital grants) should not exceed 85%.

For 2023/2024 the percentage is 91.2% (2022/2023: 87.8%).

The revenue budget (excluding FRS102 LGPS movements) should remain in breakeven or even better.

For 2022/2023 the revenue deficit was £235k (2022/2023: deficit £166k) and the carry forward was £747k (2023: £982k).

Going concern

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

Financial review

We receive our income from a number of different sources. The majority of our income comes from central government via the Education and Skills Funding Agency who provide us with grant, based largely on our student numbers to cover our staffing and other general running costs (General Annual Grant - GAG). The ESFA may provide us with additional grants which are earmarked for specific purposes (such as Pupil Premium which must be used to raise the attainment of disadvantaged pupils). These appear in the accounts as DfE/ESFA grants. Where we receive grant or other funding from the Local Authority (such as where we undertake responsibilities on their behalf in respect of our students) this appears in the accounts as other government grants. Such income is collectively referred to as "Restricted Funds". Other income is received from parents (for example as contributions to trip or other costs) and from third parties (for example from our bank for interest on our account balances or from others who are charged for their use of our facilities). Such other income may be restricted or unrestricted, depending on whether it comes to us with conditions as to its use or whether it is available for spending at the discretion of the trustees.

We hold funds in two broad categories, funds which are available for spending and other funds which are not available for spending. Spendable funds are in turn sub-categorised between those which are available for spending at the discretion of trustees ("Unrestricted Funds") and those which are subject to condition or restriction, ("Restricted Funds").

Funds not available for spending include the book value of fixed assets such as land, buildings and equipment. These have a value and are, therefore, included as assets in the accounts but, clearly, we cannot spend this value. In common with all academies and local authorities, our share of the Local Government Pension Scheme (LGPS) surplus / (deficit) must also be reflected in our accounts and as this is not a conventional asset / (liability), it does not get included in spendable funds. The Trust meets its obligations in respect of the LGPS by paying over pension contributions due as calculated by the scheme's actuaries.

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The following balances held were held at 31 August:

Fund	Category	2024 £'000	2023 £'000
GAG	Restricted General Funds	159	455
Other DfE/ESFA Grants	Restricted General Funds	-	-
Other Income	Restricted General Funds	248	242
	Sub-total General Restricted Funds	408	697
Other Income	Unrestricted General Fund	340	285
Unspent Capital Funds	Restricted Fixed Asset Fund	52	10
	Sub-Total Spendable Funds	800	992
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	23	-
Share of LGPS Surplus / (Deficit)	Restricted Pension Reserve	(108)	(265)
	Total All Funds	715	727

During the year under review there was a decrease of £289k (2023: decrease of £259k) on general restricted funds, an increase of £55k (2023: increase of £93k) on unrestricted funds and after LGPS valuation adjustments, depreciation and capital income and expenditure, an overall decrease of £12k (2023: increase of £57k) on total funds.

Reserves policy

The principal policy on reserves is that accumulation of unspent General Annual Grant balances should not breach any limits thereon set out in the Funding agreement. The level of reserves should never be in deficit.

Each year the Governors review the resource requirements and grant and other income that is forecast for the coming year and an annual budget is formulated and approved.

Investment policy

There are no investments held beyond cash deposits retained with the major UK clearing banks. Speculative investments are not permitted.

Principal risks and uncertainties

The governors have assessed the major risks to which the company is exposed, in particular those relating to academic performance/finances/child welfare. The governors have implemented a number of systems to assess risks that the company faces, and have developed policies and procedures to mitigate those risks. Where significant financial risk still remains they have ensured they have adequate insurance cover. The company has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

The risk management process has been codified in a risk register implemented by the Leadership Team and overseen by governors.

The principal financial risk faced by the company is that ongoing pressure on funding results in a risk that deficits may be experienced. The budgeting and reporting process, including scrutiny by the governors of actual financial performance, mitigates the risk.

Financial and risk management objectives and policies

As the nature of the financial instruments dealt with by the company is relatively simple (bank balances, debtors and "trade" creditors), governors consider the associated risk in this area to be minimal.

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FOR THE YEAR ENDED 31 AUGUST 2024

The risk resulting from the company's share of the LGPS deficit is managed by following the advice of the scheme's actuaries, specifically as regards the level of contributions payable, ensuring that annual budgets are drawn up to reflect the actuary's advice.

Most of the company's income is obtained from the DfE (via the Education and Skills Funding Agency) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2024 and the associated expenditure are shown as restricted funds in the statement of financial activities.

Fundraising

The trust and individual academies within it organise fundraising events and appeals and co-ordinate the activities of our supporters both in the academy and in the wider community on behalf of the trust.

The trust does not use professional fundraisers or involve commercial participators.

There have been no complaints about fundraising activity this year.

The trust complies with the Fundraising Regulator's Code of Fundraising Practice)

All fundraising is undertaken by the trust in a manner that seeks to ensure that it is not unreasonably intrusive or persistent. Contact is made through email, academy newsletters, our websites and via students. All fundraising material contains clear instructions on how a person can be removed from mailing lists.

Plans for future periods

Long term strategic intent:

- Maintain our very strong academic performance
- Secure the future of the Sixth Form
- Maintain high numbers of Catholics applying for entry
- Adapt to the challenge of teacher shortage and the demand for flexible working
- Maintain our Catholic Ursuline ethos as religious observance declines
- Adapt to financial constraints

In the light of these strategic intentions, the medium term (3-5 years) objectives are:

- To achieve consistently the leading value-added scores in the Diocese and the Local Authority
- To achieve an Ofsted grading of Outstanding at the next inspection.
- To strengthen leadership at all levels
- To contribute to wellbeing: community, planet, selves
- To enhance the efficiency and effectiveness of school operations (teaching and non-teaching) through the use of technology

Medium Premises aims 2024:

- To investigate provision of another servery within the school reducing queuing times.
- To refurbish the outside of Fairview where it is starting to decay.
- Renew pitched roofs missed from contract, preventing leaks and improving energy efficiency - *In progress*
- To investigate new windows in the T- Block and North Front of the school. *To be investigated for possible CIF bid 23/24*
- To renew all Fire doors in the school improving health and safety – *To be investigated for possible CIF bid 23/24*
- To replace the toilets within Jones square with individual unisex floor to ceiling cubicles to improve supervision and privacy for students.
- Investigate the feasibility of building a new 6th form area to increase capacity of the sixth form area, improving sixth form numbers. - *In progress*

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- Rebuild extend and enhance the school wifi to allow for easier access in more locations given the limitations of the building structure. (summer 2022 job) costing to follow.
- To continue to improve and add to CCTV facilities within the school premises.
- Investigate cloud backup solutions to improve school backup effectiveness and resilience to follow the DFE guidelines for school backup security.
- Audit projector facilities in classroom and replace as appropriate.
- To investigate the feasibility of electronic registration/attendance.
- To replace the remaining classroom desktops due to the demise of windows 10 in 2025 and install windows 11.

Funds held as custodian trustee on behalf of others

The company does not hold funds as a Custodian Trustee on behalf of others.

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 21st November 2024 and signed on its behalf by:



.....
T Kemp
Chair

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

Scope of responsibility

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

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 Brentwood Ursuline Convent High School and the Secretary of State for Education. The accounting officer is 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 5 times during the year.

Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of possible
R Wilkin (Headteacher and Accounting Officer)	5	5
T Kemp (Chair)*	5	5
M Butcher	3	5
E O'Riordan	3	5
S Appiah Bimpong	4	5
AM Staff	4	5
A Walker-Cook	1	2
D Sammy	4	5
A Mudangwe	1	2
S Baptist)	0	2
S Harbott	5	5
A Binnell	0	2
G French	0	1

Conflict of interest

The Academy has an up to date register of business interests and payments to people on this list are monitored by the School Business Manager and reported to the Headteacher and Chairman of the Governors.

Governance reviews

The Governors requested School Business Services to conduct a review of their Governance, this included a review of the Governance, register of pecuniary interests, Whistle Blowing Policy, New Governors Inductions Pack, Data Protection and Security, New Trustees/Governors Induction Pack, Register of Business & Financial Interests and Related Party Transactions, Self-Evaluation of Financial Competencies, Risk Register, Assets, Procurement Management, Procurement Cards and Staff Reimbursements, GAG Income, Non-GAG DfE Grant Income, Other Grant Income, Other Income, Payroll Management. The majority of areas were Effective with a couple of areas identified where small improvements could be made.

There were no unsatisfactory areas.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

Minor recommendations included:

- The trust to ensure that second parent governor is appointed at their earliest convenience. The Trust could consider adding guidance for the roles and responsibilities into the Scheme of Delegation so that all guidance/functions appear in one document.
- It was suggested that the Governors may wish to ensure that confirmation of the successful submittal of the annual accounts and financial statements is recorded in the first set of minutes in the new year.
- It is recommended to complete the residue risk to rank each item contained within the register after the control measure is put into place
- It is recommended that the Governors formulate a separate Risk Management Policy in line with section 2.1 of the ESFA guidelines – Governors reviewed this advice and chose to stick with our current practices.

School Business Services will conduct a further review of Governance during this academic year.

Ofsted 2023 reported as follows:

The curriculum is aspirational. This includes in the sixth form. Leaders aim high in terms of what pupils should learn, and then do whatever they need to do for everyone to access this. Subject leaders plan effectively. This enables pupils, from the start of key stage 3, to study a wide and challenging range of topics that build on their prior learning. Where subjects have been less strong, leaders have addressed this promptly and successfully. As a result, pupils learn a consistently well-considered curriculum. This means pupils from Years 7 to 13 understand new concepts and confidently move forward on to more ambitious content.

The aspirations of pupils with SEND are prioritised. Leaders identify these pupils' needs accurately. Support plans embed parents' and pupils' views effectively. Staff give pupils with SEND consistent and expert help. This means these pupils take considerable pride in their work and achieve at a high level. Pupils fully understand leaders' high expectations for behaviour. Staff apply these consistently. Leaders identify and address the causes of any misbehaviour. As a result, there is almost no disruption to learning. Pupils conduct themselves in an exemplary manner

Governors have the knowledge they need to fulfil their roles effectively. They ask leaders challenging questions, such as about aspects of the curriculum. Governors monitor pupils' well-being, and support improvements in this. The Finance and Premises Committee is a committee of the main board of governors.

The Finance & Premises Committee. There is also an Audit & Risk Committee.

Attendance at Finance and Premises Committee meetings during the year was as follows:

Governors	Meetings attended	Out of possible
T Kemp (Chair of Committee)	5	5
R Wilkin	5	5
A Binnell	0	2
M Butcher	4	5
S Appiah Bimpong	4	5

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

Governors	Meetings attended	Out of possible
T Kemp	3	3
R Wilkin (in attendance)	3	3
A Binnell (Chair of Committee)	0	1
M Butcher	2	3
S Appiah Bimpong	2	3

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

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 educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

The accounting officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- 71 New Classroom Computers have been purchased to enable Windows 11 to run
- A New projector and screen have been installed in the library as well as an improved AV set up in the main hall
- New tv display screens have been installed within the main areas of the school.
- A new visitor checking system has been installed
- Support staff shortages have been managed in house.
- New PE landing mats have been purchased for the trampolines
- New blinds have been fitted in areas of the school to assist teaching
- The menu and variety of food on offer in the canteen servery has been improved and students experience quicker queues
- The pitched roofs are being replaced currently
- Rebuilt extended and enhanced the school wifi to allow for easier access in more locations given the limitations of the building structure
- Continued to move legacy systems onto new server structure.
- The provision of a new 6th form block is being investigated.

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 Brentwood Ursuline Convent High School for the period 01 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of 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 01 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of 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 and general purposes committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
 - setting targets to measure financial and other performance;
 - clearly defined purchasing (asset purchase or capital investment) guidelines;
 - delegation of authority and segregation of duties;
 - identification and management of risks.
-

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

The Governing Body has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. The Responsible Officer provides reports to the Governing body. SBS Responsible Officer visited 3 times during the year. Checks carried out included:

- Governance,
- register of pecuniary interests,
- Whistle Blowing Policy,
- New Governors Inductions Pack,
- Data Protection and Security,
- New Trustees/Governors Induction Pack,
- Register of Business & Financial Interests and Related Party Transactions,
- Self-Evaluation of Financial Competencies,
- Risk Register,
- Assets, Procurement Management,
- Procurement Cards and Staff Reimbursements,
- GAG Income,
- Non-GAG DfE Grant Income,
- Other Grant Income,
- Other Income, Payroll Management.

Almost all areas were fully compliant with a couple that were partially compliant with a few minor suggestions detailed in the Governance review.

The Governing Body are satisfied that the RO function has been delivered effectively.

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 Responsible Officer/LA Contractor
- the work of the external auditor
- the financial management and governance self-assessment process
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance and Premises Committee and a plan to address weaknesses where relevant and ensure continuous improvement of the system 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 27th November 2024 and signed on its behalf by:



T Kemp
Chair



R Wilkin
Headteacher and Accounting Officer

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2024

As accounting officer of Brentwood Ursuline Convent High School, 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.



R Wilkin
Accounting Officer

Dated: 27/11/24

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees (who are also the directors of Brentwood Ursuline Convent High School for the purposes of company law) are responsible for preparing the trustees' report and the Financial Statements 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 Financial Statements for each financial year. Under company law, the Trustees must not approve the Financial Statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing these Financial Statements, the Trustees are required to:

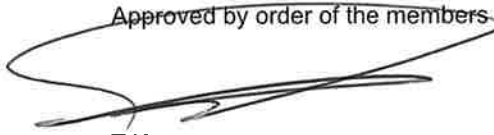
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring 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 Financial Statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Trustees on 27th November 24 and signed on its behalf by:



T Kemp
Chair

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRENTWOOD URSULINE CONVENT HIGH SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the Financial Statements of Brentwood Ursuline Convent High School 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 Financial Statements, 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 Financial Statements:

- 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 Financial Statements' 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 Financial Statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

We have nothing to report in this regard.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRENTWOOD URSULINE CONVENT HIGH SCHOOL (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 Financial Statements are prepared is consistent with the Financial Statements; 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 Financial Statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the statement of trustees' responsibilities, the Trustees are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error. In preparing the Financial Statements, the Trustees are responsible for assessing the Academy 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 Financial Statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal assurance reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRENTWOOD URSULINE CONVENT HIGH SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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

Use of our report

This report is made solely to the 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.



**Louise Hallsworth FCA (Senior Statutory Auditor)
for and on behalf of Baxter & Co**

3 December 2024

**Chartered Accountants
Statutory Auditor**

1 Vicarage Lane
Stratford
London
E15 4HF

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BRENTWOOD URSULINE CONVENT HIGH SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2024

In accordance with the terms of our engagement letter dated 17 May 2022 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 Brentwood Ursuline Convent High School during the period 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Brentwood Ursuline Convent High School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Brentwood Ursuline Convent High School 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 Brentwood Ursuline Convent High School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Brentwood Ursuline Convent High School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Brentwood Ursuline Convent High School's funding agreement with the Secretary of State for Education dated 8 October 2012 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.

The work undertaken to draw to our conclusion includes:

- Review of payments to staff;
- Review of payments to suppliers and other third parties;
- Review of grant and other income streams;
- Review of some key financial control procedures;
- Discussions with finance staff;
- Consideration of the record maintained by the Accounting Officer of the oversight they have exercised;
- Consideration of the programme of internal scrutiny implemented by the Academy Trust in order to comply with its obligations under 3.1 of the Academy Trust Handbook 2023, issued by the ESFA.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BRENTWOOD URSULINE CONVENT HIGH SCHOOL 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.

Baxter & Co.

Reporting Accountant

Baxter & Co
1 Vicarage Lane
Stratford
London
E15 4HF

Dated: 3 December 2024

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2024 £'000	Total 2023 £'000
Income and endowments from:						
Donations and capital grants	3	64	16	149	229	52
Charitable activities:						
- Funding for educational operations	4	300	6,383	-	6,683	6,470
Other trading activities	5	77	-	-	77	95
Total		<u>441</u>	<u>6,399</u>	<u>149</u>	<u>6,989</u>	<u>6,617</u>
Expenditure on:						
Raising funds	6	-	25	-	25	13
Charitable activities:						
- Grants	7	-	-	139	139	419
- Educational operations	8	364	6,613	(1)	6,976	6,861
Total	6	<u>364</u>	<u>6,638</u>	<u>138</u>	<u>7,140</u>	<u>7,293</u>
Net income/(expenditure)		77	(239)	11	(151)	(676)
Transfers between funds	17	(22)	(32)	54	-	-
Other recognised gains/(losses)						
Actuarial gains on defined benefit pension schemes	19	-	138	-	138	733
Net movement in funds		55	(133)	65	(13)	57
Reconciliation of funds						
Total funds brought forward		285	432	10	727	670
Total funds carried forward		<u>340</u>	<u>299</u>	<u>75</u>	<u>714</u>	<u>727</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

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	Restricted funds:		Total
		funds	General	Fixed asset	2023
		£'000	£'000	£'000	£'000
Income and endowments from:					
Donations and capital grants	3	8	15	29	52
Charitable activities:					
- Funding for educational operations	4	282	6,188	-	6,470
Other trading activities	5	95	-	-	95
Total		<u>385</u>	<u>6,203</u>	<u>29</u>	<u>6,617</u>
Expenditure on:					
Raising funds	6	13	-	-	13
Charitable activities:					
- Grants	7	-	-	419	419
- Educational operations	8	279	6,977	(395)	6,861
Total	6	<u>292</u>	<u>6,977</u>	<u>24</u>	<u>7,293</u>
Net income/(expenditure)		93	(774)	5	(676)
Transfers between funds	17	-	419	(419)	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	19	-	733	-	733
Net movement in funds		93	378	(414)	57
Reconciliation of funds					
Total funds brought forward		<u>192</u>	<u>54</u>	<u>424</u>	<u>670</u>
Total funds carried forward		<u>285</u>	<u>432</u>	<u>10</u>	<u>727</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024 £'000	£'000	2023 £'000	£'000
Fixed assets					
Tangible assets	12		23		-
Current assets					
Debtors	13	212		170	
Cash at bank and in hand		1,292		1,519	
		1,504		1,689	
Current liabilities					
Creditors: amounts falling due within one year	14	(475)		(436)	
Net current assets			1,029		1,253
Total assets less current liabilities			1,052		1,253
Creditors: amounts falling due after more than one year	15		(230)		(261)
Net assets excluding pension liability			822		992
Defined benefit pension scheme liability	19		(108)		(265)
Total net assets			714		727
Funds of the Academy Trust:					
Restricted funds	17				
- Fixed asset funds			75		10
- Restricted income funds			407		697
- Pension reserve			(108)		(265)
Total restricted funds			374		442
Unrestricted income funds	17		340		285
Total funds			714		727

The Financial Statements on pages 21 to 43 were approved by the Trustees and authorised for issue on 27th November 2024 and are signed on their behalf by:


T Kemp
Chair

Company registration number 08212425 (England and Wales)

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £'000	£'000	2023 £'000	£'000
Cash flows from operating activities					
Net cash used in operating activities	20		(323)		(120)
Cash flows from investing activities					
Capital grants from DfE Group		149		29	
Purchase of tangible fixed assets		(34)		-	
Proceeds from sale of tangible fixed assets		12		-	
Net cash provided by investing activities			127		29
Cash flows from financing activities					
Repayment of long term government loan		(31)		(52)	
Net cash used in financing activities			(31)		(52)
Net decrease in cash and cash equivalents in the reporting period			(227)		(143)
Cash and cash equivalents at beginning of the year			1,519		1,662
Cash and cash equivalents at end of the year			<u>1,292</u>		<u>1,519</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

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 Financial Statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements 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 Financial Statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the Financial Statements.

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.

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.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

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 per item (or less if they form part of a larger purchase or project where the total cost exceeds £25,000) 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. Where tangible fixed assets have been acquired / funded by other income, the fixed asset fund is also credited. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities.

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

Computer equipment	Over 3 years
Fixtures, fittings & equipment	Over 5 years
Motor vehicles	Over 5 years

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.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies (Continued)

1.7 Leased assets

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

1.8 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.

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.

1.9 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.

1.10 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 and the liabilities 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.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.11 Fund accounting

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

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

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

1.12 Agency Arrangement

Where the Academy Trust acts as agent in collecting and / or distributing from the ESFA or others, and subsequent disbursements are excluded from the Statement of Financial Activities as the Trust does not have control over charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 26.

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 19, will impact on 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.

Critical areas of judgement

In preparing these Financial Statements, the Trustees have not needed to exercise any subjective judgements that would be critical to the Academy Trust's Financial Statements.

3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Capital grants	-	149	149	29
Other donations	64	16	80	23
	<u>64</u>	<u>165</u>	<u>229</u>	<u>52</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

4 Funding for the Academy Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
DfE/ESFA grants				
General annual grant (GAG)	-	4,943	4,943	4,781
Other DfE/ESFA grants:				
- Pupil premium	-	114	114	113
- 16-19 funding	-	808	808	909
- Others	-	413	413	300
	<u>-</u>	<u>6,278</u>	<u>6,278</u>	<u>6,103</u>
Other government grants				
Local authority grants	-	11	11	14
	<u>-</u>	<u>11</u>	<u>11</u>	<u>14</u>
COVID-19 additional funding				
DfE/ESFA				
Other DfE/ESFA COVID-19 funding	-	-	-	23
	<u>-</u>	<u>-</u>	<u>-</u>	<u>23</u>
Other funding				
Catering income	293	-	293	267
Trips income	-	68	68	31
Other incoming resources	7	26	33	32
	<u>300</u>	<u>94</u>	<u>394</u>	<u>330</u>
Total funding	<u>300</u>	<u>6,383</u>	<u>6,683</u>	<u>6,470</u>

Following the reclassification in the Academies Accounts Direction 2023/2024 of some grants received from the Department for Education and ESFA, the Academy Trust's 16-19 core education funding is no longer reported under the GAG heading, but as separate line under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Hire of facilities	25	-	25	18
Catering income	2	-	2	4
Income from facilities and services	-	-	-	1
Other income	22	-	22	21
Insurance claims	28	-	28	51
	<u>77</u>	<u>-</u>	<u>77</u>	<u>95</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

6 Expenditure

	Staff costs £'000	Non-pay expenditure Premises £'000	Other £'000	Total 2024 £'000	Total 2023 £'000
Expenditure on raising funds					
- Direct costs	23	-	2	25	13
Academy's educational operations					
- Direct costs	4,678	9	418	5,105	4,655
- Allocated support costs	1,033	458	380	1,871	2,206
Grants - support costs	-	-	-	-	419
	<u>5,734</u>	<u>467</u>	<u>800</u>	<u>7,001</u>	<u>7,293</u>

Net income/(expenditure) for the year includes:

	2024 £'000	2023 £'000
Operating lease rentals	13	11
Depreciation of tangible fixed assets	11	24
Gain on disposal of fixed assets	(12)	-
Fees payable to auditor for:		
- Audit	9	9
- Other services	9	9
Net interest on defined benefit pension liability	7	34
	<u>7</u>	<u>34</u>

7 Analysis of grant expenditure

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Improvements to diocesan property occupied by the Academy Trust	-	139	139	419
	<u>-</u>	<u>139</u>	<u>139</u>	<u>419</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

8 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Direct costs				
Educational operations	156	4,949	5,105	4,655
Support costs				
Educational operations	208	1,663	1,871	2,625
	<u>364</u>	<u>6,612</u>	<u>6,976</u>	<u>7,280</u>
Analysis of costs			2024	2023
			£'000	£'000
Direct costs				
Teaching and educational support staff costs			4,678	4,273
Staff development			4	6
Depreciation			9	20
Technology costs			4	-
Educational supplies and services			96	97
Examination fees			112	101
Educational consultancy			16	17
Other direct costs			186	141
			<u>5,105</u>	<u>4,655</u>
Support costs				
Support staff costs			1,059	1,022
Defined benefit pension scheme - staff costs (FRS102 adjustment)			(26)	62
Staff development			4	4
Depreciation			2	4
Gain on disposal of fixed assets			(12)	-
Technology costs			56	64
Maintenance of premises and equipment			100	744
Cleaning			81	67
Energy costs			193	234
Rent, rates and other occupancy costs			72	76
Insurance			18	16
Security and transport			6	6
Catering			196	170
Defined benefit pension scheme - finance costs (FRS102 adjustment)			7	34
Legal costs			2	1
Other support costs			93	100
Governance costs			20	21
			<u>1,871</u>	<u>2,625</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

9 Staff

Staff costs and employee benefits

Staff costs during the year were:

	2024 £'000	2023 £'000
Wages and salaries	4,255	3,977
Social security costs	411	383
Pension costs	1,043	914
Defined benefit pension scheme - staff costs (FRS102 adjustment)	(26)	62
	<u>5,683</u>	<u>5,336</u>
Staff costs - employees	5,683	5,336
Agency staff costs	51	15
Staff restructuring costs	-	19
	<u>5,734</u>	<u>5,370</u>

Staff restructuring costs comprise:

Severance payments	-	19
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Staff numbers

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

	2024 Number	2023 Number
Teachers	58	58
Administration and support	48	46
Management	9	10
	<u>115</u>	<u>114</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	2024 Number	2023 Number
Teachers	51	53
Administration and support	38	36
Management	9	10
	<u>98</u>	<u>99</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

9 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
£60,000 - £70,000	4	4
£70,001 - £80,000	2	2
£80,001 - £90,000	2	1
£130,001 - £140,000	-	1
£150,001 - £160,000	1	-
	<u> </u>	<u> </u>

Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £1,083,453 (2023: £783,676).

10 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:

R J Wilkin (Headteacher):

- Remuneration: £150,000 - £155,000 (2023: £135,000 - £140,000)
- Employer's pension contributions: £35,000 - £40,000 (2023: £30,000 - £35,000)

S Harbott (Staff Trustee - appointed 12 September 2022):

- Remuneration: £50,000 - £55,000 (2023: £40,000 - £45,000)
- Employer's pension contributions: £10,000 - £15,000 (2023: £10,000 - £15,000)

During the year, expenditure payments totalling £nil (2023: £38) were reimbursed or paid directly to nil Trustee (2023: 1 Trustee). Reimbursements were made for expenses incurred in the normal course of employment.

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

11 Trustees' and officers' insurance

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2024 was not separately identifiable. The cost of this insurance is included in the total insurance cost.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

12 Tangible fixed assets

	Computer equipment	Fixtures, fittings & equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000
Cost				
At 1 September 2023	74	13	26	113
Additions	34	-	-	34
Disposals	(31)	-	-	(31)
At 31 August 2024	77	13	26	116
Depreciation				
At 1 September 2023	74	13	26	113
On disposals	(31)	-	-	(31)
Charge for the year	11	-	-	11
At 31 August 2024	54	13	26	93
Net book value				
At 31 August 2024	23	-	-	23
At 31 August 2023	-	-	-	-

The Academy occupies the Land & Buildings under the terms of a licence to occupy that does not confer substantially all of the risks and rewards of ownership. The land and buildings are owned by Ursuline Sisters Brentwood Trustees (the landlord) upon charitable trusts under a charitable endowment in connection with the Congregation of the Sisters of the Order of St Ursula of the Diocese of Brentwood. The land and buildings have been leased by the landlord to The Brentwood Roman Catholic Diocese Trustee (the tenant) under the terms of a 42 year lease. The landlord has agreed that the tenant and the academy trust could jointly enter into a supplemental agreement with the Secretary of State for Education which grants the academy trust the right to occupy the land and buildings, subject inter-alia to the landlord's ability to give two year's notice of termination of the agreement.

The Trustees of the academy trust have considered carefully the requirements of and guidance notes within the Academies Accounts Direction issued by the ESFA. They have concluded, taking into account the rights and obligations placed upon the academy trust by the supplemental agreement, that the substance of the arrangement is not materially different to its legal form. Accordingly they have concluded that it would be misleading to recognise the academy's right to occupy its buildings as a fixed asset on its balance sheet.

13 Debtors

	2024 £'000	2023 £'000
VAT recoverable	36	37
Prepayments	90	67
Accrued income	86	66
	212	170

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

14 Creditors: amounts falling due within one year

	2024 £'000	2023 £'000
Government loans	31	31
Trade creditors	1	-
Other taxation and social security	101	99
ESFA creditors	-	19
Other creditors	139	141
Accruals and deferred income	203	146
	<u>475</u>	<u>436</u>

15 Creditors: amounts falling due after more than one year

	2024 £'000	2023 £'000
Government loans	230	261
	<u>230</u>	<u>261</u>
Analysis of loans	2024 £'000	2023 £'000
Not wholly repayable within five years by instalments	106	137
Wholly repayable within five years	155	155
	<u>261</u>	<u>292</u>
Less: included in current liabilities	(31)	(31)
Amounts included above	<u>230</u>	<u>261</u>
Loan maturity		
Debt due in one year or less	31	31
Due in more than one year but not more than two years	31	31
Due in more than two years but not more than five years	93	93
Due in more than five years	106	137
	<u>261</u>	<u>292</u>

The Salix energy loans are repayable over eight years. Annual repayments of £10k are made in two instalments of £5k each per annum. The loans are interest free.

The CIF loans are repayable over ten years, with annual repayments of £20k. Repayments of £20k have been made in the year ended 31 August 2024.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

16 Deferred income

	2024 £'000	2023 £'000
Deferred income is included within:		
Creditors due within one year	70	32
	<u>70</u>	<u>32</u>
Deferred income at 1 September 2023	32	33
Released from previous years	(32)	(33)
Resources deferred in the year	70	32
	<u>70</u>	<u>32</u>
Deferred income at 31 August 2024	70	32
	<u>70</u>	<u>32</u>

Deferred income relates to trips and similar income of £54k (2023: £9k) received in advance, non-government revenue of £1k (2023: £2k), donations of £4k (2023: £9k) and catering income of £11k (2023: £12k).

17 Funds

	Balance at 1 September 2023 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2024 £'000
Restricted general funds					
General Annual Grant (GAG)	455	4,943	(5,207)	(32)	159
Pupil premium	-	114	(114)	-	-
Other DfE/ESFA grants	-	1,221	(1,221)	-	-
Other government grants	-	11	(11)	-	-
Other restricted funds	242	110	(104)	-	248
Pension reserve	(265)	-	19	138	(108)
	<u>432</u>	<u>6,399</u>	<u>(6,638)</u>	<u>106</u>	<u>299</u>
Restricted fixed asset funds					
DfE group capital grants	10	149	(139)	-	20
Capital expenditure from GAG and other funds	-	-	1	54	55
	<u>10</u>	<u>149</u>	<u>(138)</u>	<u>54</u>	<u>75</u>
Total restricted funds	<u>442</u>	<u>6,548</u>	<u>(6,776)</u>	<u>160</u>	<u>374</u>
Unrestricted funds					
General funds	285	441	(364)	(22)	340
	<u>285</u>	<u>441</u>	<u>(364)</u>	<u>(22)</u>	<u>340</u>
Total funds	<u>727</u>	<u>6,989</u>	<u>(7,140)</u>	<u>138</u>	<u>714</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

17 Funds

(Continued)

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

The Restricted General Funds are used to fund the general operating costs of the Academy.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2024.

The Pension Reserve represents the Academy Trust's share of the LGPS pension fund deficit / surplus, as valued by the scheme's actuaries.

The Restricted Fixed Asset Fund represents investment in fixed assets, net of related depreciation. Unspent capital grants (if any) are also held in this fund and their use is restricted to the capital projects for which the grant was paid.

Unrestricted Funds represent balances held at period end that can be applied at the discretion of the Governors, to support any of the Academy's charitable purposes.

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

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2023 £'000
Restricted general funds					
General Annual Grant (GAG)	656	4,781	(5,401)	419	455
Pupil premium	-	113	(113)	-	-
Other DfE/ESFA COVID-19 funding	-	23	(23)	-	-
Other DfE/ESFA grants	65	1,209	(1,274)	-	-
Other government grants	-	14	(14)	-	-
Other restricted funds	235	63	(56)	-	242
Pension reserve	(902)	-	(96)	733	(265)
	<u>54</u>	<u>6,203</u>	<u>(6,977)</u>	<u>1,152</u>	<u>432</u>
Restricted fixed asset funds					
DfE group capital grants	400	29	-	(419)	10
Capital expenditure from GAG and other funds	24	-	(24)	-	-
	<u>424</u>	<u>29</u>	<u>(24)</u>	<u>(419)</u>	<u>10</u>
Total restricted funds	<u>478</u>	<u>6,232</u>	<u>(7,001)</u>	<u>733</u>	<u>442</u>
Unrestricted funds					
General funds	192	385	(292)	-	285
Total funds	<u>670</u>	<u>6,617</u>	<u>(7,293)</u>	<u>733</u>	<u>727</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

18 Analysis of net assets between funds

	Unrestricted	Restricted funds:		Total
	Funds	General	Fixed asset	Funds
	£'000	£'000	£'000	£'000
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	-	23	23
Current assets	340	1,112	52	1,504
Current liabilities	-	(475)	-	(475)
Non-current liabilities	-	(230)	-	(230)
Pension scheme liability	-	(108)	-	(108)
Total net assets	340	299	75	714

	Unrestricted	Restricted funds:		Total
	Funds	General	Fixed asset	Funds
	£'000	£'000	£'000	£'000
Fund balances at 31 August 2023 are represented by:				
Current assets	285	1,394	10	1,689
Current liabilities	-	(436)	-	(436)
Non-current liabilities	-	(261)	-	(261)
Pension scheme liability	-	(265)	-	(265)
Total net assets	285	432	10	727

19 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 Essex County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £101k were payable to the schemes at 31 August 2024 (2023: £99k) 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.

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations

(Continued)

Valuation of the Teachers' Pension Scheme

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

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

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

The result of this valuation 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 £773k (2023: £676k).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit 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% for employers and 5.5% to 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of 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 £'000	2023 £'000
Employer's contributions	271	238
Employees' contributions	67	61
Total contributions	<u>338</u>	<u>299</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations	(Continued)	
Principal actuarial assumptions	2024	2023
	%	%
Rate of increase in salaries	3.80	3.90
Rate of increase for pensions in payment/inflation	2.80	2.90
Discount rate for scheme liabilities	5.00	5.35
CPI increases	2.80	2.90
	<u> </u>	<u> </u>
<p>The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:</p>		
	2024	2023
	Years	Years
Retiring today		
- Males	20.7	20.7
- Females	23.3	23.2
Retiring in 20 years		
- Males	22.0	22.0
- Females	24.7	24.6
	<u> </u>	<u> </u>
Sensitivity analysis		
Scheme liabilities would have been affected by changes in assumptions as follows:		
	2024	2023
	£'000	£'000
Discount rate + 0.1%	5,642	5,040
Discount rate - 0.1%	5,800	5,179
Life expectancy + 1 year	5,905	5,272
Life expectancy - 1 year	5,541	4,951
Salary growth rate + 0.1%	5,724	5,113
Salary growth rate - 0.1%	5,716	5,105
Pensions growth rate + 0.1%	5,798	5,177
Pensions growth rate -0.1%	5,644	5,043
	<u> </u>	<u> </u>
Defined benefit pension scheme net liability	2024	2023
	£'000	£'000
Scheme assets	5,612	4,844
Scheme obligations	(5,720)	(5,109)
	<u> </u>	<u> </u>
Net liability	(108)	(265)
	<u> </u>	<u> </u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations	(Continued)	
The Academy Trust's share of the assets in the scheme	2024	2023
	Fair value	Fair value
	£'000	£'000
Equities	3,153	2,818
Gilts	97	62
Cash	96	142
Property	394	379
Other assets	1,872	1,443
Total market value of assets	<u>5,612</u>	<u>4,844</u>
 The actual return on scheme assets was £569,000 (2023: £301,000).		
Amount recognised in the statement of financial activities	2024	2023
	£'000	£'000
Current service cost	242	297
Interest income	(264)	(191)
Interest cost	271	225
Administration expenses	3	3
Total amount recognised	<u>252</u>	<u>334</u>
 Changes in the present value of defined benefit obligations	 2024	 2023
	£'000	£'000
At 1 September 2023	5,109	5,368
Current service cost	242	297
Interest cost	271	225
Employee contributions	67	61
Actuarial loss/(gain)	167	(623)
Benefits paid	(136)	(219)
At 31 August 2024	<u>5,720</u>	<u>5,109</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations (Continued)

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

	2024 £'000	2023 £'000
At 1 September 2023	4,844	4,466
Interest income	264	191
Actuarial gain	305	110
Employer contributions	271	238
Employee contributions	67	61
Benefits paid	(136)	(219)
Effect of non-routine settlements and administration expenses	(3)	(3)
	<u>5,612</u>	<u>4,844</u>
At 31 August 2024	<u>5,612</u>	<u>4,844</u>

20 Reconciliation of net expenditure to net cash flow from operating activities

	Notes	2024 £'000	2023 £'000
Net expenditure for the reporting period (as per the statement of financial activities)		(151)	(676)
Adjusted for:			
Capital grants from DfE and other capital income		(149)	(29)
Defined benefit pension costs less contributions payable	19	(26)	62
Defined benefit pension scheme finance cost	19	7	34
Depreciation of tangible fixed assets		11	24
Profit on disposal of fixed assets		(12)	-
(Increase)/decrease in debtors		(42)	535
Increase/(decrease) in creditors		39	(70)
		<u>(323)</u>	<u>(120)</u>
Net cash used in operating activities		<u>(323)</u>	<u>(120)</u>

21 Analysis of changes in net funds

	1 September 2023 £'000	Cash flows £'000	31 August 2024 £'000
Cash	1,519	(227)	1,292
Loans falling due within one year	(31)	-	(31)
Loans falling due after more than one year	(261)	31	(230)
	<u>1,227</u>	<u>(196)</u>	<u>1,031</u>

BRENTWOOD URSULINE CONVENT HIGH SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

22 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 £'000	2023 £'000
Amounts due within one year	14	4
Amounts due in two and five years	28	3
	<u>42</u>	<u>7</u>

23 Capital commitments

	2024 £'000	2023 £'000
Expenditure contracted for but not provided in the Financial Statements	52	-
	<u>52</u>	<u>-</u>

At 31 August 2024, the Trust was committed to completing a urgent pitched roof project, funded by a CIF grant of £127k and reserves of £54k with total expected costs of £181k. Costs of £129k were incurred during the year, with anticipated costs to completion as at 31 August 2024 of £52k.

24 Related party transactions

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 10.

25 Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he 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.

26 Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2024 the Trust had unspent bursary funding brought forward of £12k (2023: £17k), received £15k (2023: £14k) and disbursed £13k (2023: £19k) from the fund. A balance of £14k (2023: £12k) was due for disbursement at 31 August 2024 and is shown in creditors: amounts falling due in one year.

