

**BETHS GRAMMAR SCHOOL**  
**(A COMPANY LIMITED BY GUARANTEE)**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

# BETHS GRAMMAR SCHOOL

## CONTENTS

---

	<b>Page</b>
Reference and administrative details	1 – 2
Trustee's report	3 – 11
Governance statement	12 – 15
Statement on regularity, propriety and compliance	16
Statement of Trustees' responsibilities	17
Independent auditor's report on the accounts	18 – 20
Independent reporting accountant's report on regularity	21– 22
Statement of financial activities	23 – 24
Balance sheet	25
Cash flow statement	26
Notes to the accounts	27 - 46

# BETHS GRAMMAR SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS

---

### Trustees

Mr J Brock Chair of Trustee\* (from 5/9/22)  
Mr C Hares Chair of Trustees and Trustee (until 5/9/22)  
Mr M Appleby \*  
Rev. J Bowen (until 25/9/22)  
Mr S Mulvaney (until 5/9/22)  
Mr M Pack (Co-opted Governor) \*  
Dr M Pack (Co-opted Governor)  
Mr R Blyghton (Accounting Officer)  
Ms C Guest  
Mrs C Palmer  
Mr R Ramsay \*  
Mr B Ojomo  
Mr J Zarb (from 13/2/23)  
Mr B Hamilton (from 8/6/23)  
Mr C Brauer (from 8/6/23)  
Mr D Nimmons (from 8/6/23)  
Ms M Pempyte (until 31/12/22)  
Mr A Robins  
Mrs K Sangster (Co-opted Governor from 21<sup>st</sup> September 2023)

\* members of the Finance Committee

### Members

Mr C Hares  
Mr M Appleby (until 5/9/22)  
Mr S Mulvaney  
Rev J Bowen  
Mr J Brock (from 21/9/22)  
Mr A Love (from 5/9/22)

### Senior Leadership Team

Headteacher  
Deputy Headteacher  
Deputy Headteacher  
Deputy Headteacher  
School Business Manager  
Assistant Headteacher  
Assistant Headteacher  
Assistant Headteacher  
Assistant Headteacher

Mr R Blyghton  
Mr M Neylan  
Mr V Gukhool  
Mr A Jones  
Mrs L Gibson  
Mr T Beaney (until 31/8/23)  
Mrs S King  
Ms I Adeoye (from 1/9/23)  
Ms C Foley (from 1/9/23)

### Company Secretary

Mrs L Gibson

### Company registration number

07379768 (England and Wales)

### Registered office

Hartford Road  
Bexley  
Kent  
DA5 1NE  
United Kingdom

# BETHS GRAMMAR SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS

---

### Independent auditor

Baxter & Co  
Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

### Bankers

Lloyds Bank PLC  
13 The Broadway  
Bexleyheath  
Kent  
DA6 7DP

### Solicitors

Stone King LLP  
Boundary House  
91 Charterhouse Road  
London  
EC1M 6HR

# BETHS GRAMMAR SCHOOL

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

---

The Trustees present their Annual Report together with the Financial Statements and Auditor's Report of the charitable company for the year 01 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' Report, and a Directors' Report under company law.

The principal activity of Beths Grammar School is to provide a state education to boys between the ages of 11 to 19 and to girls in the Sixth Form. There is an emphasis on Design and Technology, Mathematics, Science, Languages and Leadership. Funding is obtained from the Department for Education (DfE) through the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. It has a student capacity of 1220 and had a roll of 1736 in the school census on 19th January 2022.

#### Structure, Governance and Management

The Charitable Company is a company limited by guarantee incorporated on 17 September 2010 and the predecessor school converted to academy status on 1 October 2010. The Trustees (Trustees) who are also the Directors for the purpose of company law, and who served during the year are listed on page 1.

#### Constitution

Beths Grammar School is registered under the Companies Act 2006, as a company limited by guarantee without a share capital. The Academy is an exempt charity. The company's memorandum and articles of association are the primary governing documents of the Academy Trust.

The Trustees act as the trustees for the charitable activities of Beths Grammar School and are also the directors of the company for the purposes of company law. The Board of Trustees meet as the Governing Body at least four times each year. The Beths Grammar School Academy Trust holds an Annual General Meeting (usually in December) to consider the Trustees' Report and Audited Accounts. General Meetings are held as required (usually to consider the appointment of Appointed Trustees). All Trustees can attend the Annual General Meeting / General Meetings although only the Members of the Academy Trust can vote.

#### 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

No qualifying third-party indemnities have been given by the Charitable Company to or on behalf of its Trustees.

#### Method of Recruitment and Appointment or Election of Trustees

The Board of Trustees comprises the following Trustees;

- a) Up to ten Trustees appointed by the Members;
- b) A minimum of two Parent Trustees elected by parents;
- c) Up to one Local Authority appointed Governor;
- d) The Headteacher is an ex-officio Governor;
- e) Further Trustees may be appointed by the Secretary of State;
- f) Up to three Co-opted Trustees appointed by the Trustees (excluding those already Co-opted).

#### Policies and Procedures Adopted for the Induction and Training of Trustees

The training and induction provided for new Trustees will depend on their existing experience. Where necessary, induction will provide training in charity and educational legal and financial matters. All Trustees are provided with the information needed (including policies, minutes, budgets, etc) to undertake their role as Trustees. The Academy also purchases the Governor Training Scheme run by the local authority.

# BETHS GRAMMAR SCHOOL

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

#### Organisational Structure

The Board of Trustees, the majority of whom are non-executive, comprises those persons appointed under the Articles of Association. The Board meets at least four times a year and has several committees, including a Finance and Asset Management Committee, Students and Human Resources Committees. All of these Committees are formally constituted with terms of reference and comprise appropriately qualified and experienced members.

The Finance and Asset Management Committee also fulfils the function of an Audit Committee.

Trustees delegate specific responsibilities to its Committees, the activities of which are reported to and discussed at full Board of Trustees Meetings. Day to day management of the Academy is undertaken by the Headteacher, supported by the Senior Leadership Team. The Headteacher is the Accounting Officer and the Business Manager is the Deputy Accounting Officer.

The trust does not have any subsidiaries, joint ventures or associates.

#### **Arrangements for setting pay and remuneration of key management personnel**

The senior management team (SLT) 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 Pay Committee, having regards to performance against objectives set the previous year. Pay of other SLT members is also set by the Pay Committee again having regard to performance against previously agreed objectives and any recommendations made by the Headteacher.

#### **Trade Union Facility Time**

##### **Relevant union officials**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	1

##### **Percentage of time spent on facility time**

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

##### **Percentage of pay bill spent on facility time**

Total Cost of facility time	£1,785
Total Pay bill	£7,549,000
Percentage of the total pay bill spent on facility time	0.025%

##### **Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours.	0%
--	----

# BETHS GRAMMAR SCHOOL

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 AUGUST 2023*

---

#### Related Parties and other Connected Charities and Organisations

Owing to the nature of the academy's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which a governor has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy's financial regulations and normal procurement procedures.

The school maintains a register of pecuniary interests of the Board of Trustees which is regularly reviewed and updated. The academy has employed a close family member of the management school leadership team. The recruitment process was conducted at arm's length to ensure regularity.

#### Employee Involvement

Academy staff is empowered to elect colleagues to sit and serve as Trustees.

#### Disabled Persons

Ramps and disabled toilets are installed, and door widths are adequate to enable wheelchair access to all the main areas of the School. The policy of the School is to support recruitment and retention of students and employees with disabilities. The Academy does this by adapting the physical environment, by making support resources available and through training and career development.

### **Objectives and Activities**

#### Objects and Aims

The principal object of the company is to advance for the public benefit, education in the United Kingdom.

It achieves this object through the operation of Beths Grammar School, providing a state education, free of charge, to students aged 11 to 19.

Beths Grammar School is an equal opportunities employer, and strives to treat all applicants for employment, training and promotions equitably.

In exercising their powers, the Trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

#### Objectives, Strategies and Activities

The principal task for the year was to develop confident and resilient scholars who have a life-long love of learning and make positive contributions to society.

The school aims to achieve its objective through its core values of Excellence, Community and Respect. All staff are committed to nurturing and developing our scholars who uphold the school's values. An outstanding curriculum is provided with regular curriculum reviews together with a whole school approach to numeracy and literacy. There are many facets to the opportunities that the school provides to broaden horizons and develop well rounded leaders of the future. Beths is renowned for its enviable co-curricular enrichment programme that, through sport, the arts, the Duke of Edinburgh Award, clubs and societies, nurtures the whole child.

The school's main priorities for 2022-23 were:

- The principal task was to maintain the excellent educational standards achieved by the school.
- To raise attainment for all groups of students at GCSE and A Level
- Promote excellent behaviour and attitudes
- Improve personal development and social responsibility
- Build leadership and management capacity across all levels of the school.

# BETHS GRAMMAR SCHOOL

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

---

#### Public benefit

In setting the objectives and planning the associated activities, Trustees have given careful consideration to the Charity Commission's general guidance on public benefit. Trustees ensure clarity of vision, ethos and strategic direction through ensuring effective governance. Leaders are held to account for the performance of the school's students and staff, whilst ensuring that financial resources are managed effectively.

#### **Strategic report**

##### Achievements and Performance

Staff continued to face major challenges in filling gaps in learning due to the pandemic. Summer 2023 saw the second set of public examinations since lockdown restrictions were lifted, and grade suppression of a significant portion of otherwise top grades (to realign with pre-pandemic levels) resulted in the school's performance being reduced when compared to 2022. However, when comparing 2023 to 2019, it is clear that the school has improved over the period and is in a good position to build on the results in the coming years.

Key highlights of 2023's results and outcomes include:

- Four students achieved 4 A\*s, with a further ten students achieving at least 3 A\*s, and 12 more students achieving 2 A\*s and an A grade.
- Compared to 2019, there was a significant increase in the number of students achieving at least 3 A\*s at A Level which amounted to 14 (being 5 in 2019).
- Fifty-one students achieved all grade A\* and A in 2023, compared to 12 in 2019.
- Four students were enrolled in Medicine and Veterinary Science degrees.
- Seven students have been accepted to study at Oxford and Cambridge, five students are going to study at Imperial College, London and one student is going to the London School of Economics.
- Eighty-eight percent of students are going to university. This represents a slight decrease on previous years, however more students are applying for degree apprenticeships and out of the 12% of students not going to university, 6% were pursuing such an apprenticeship.
- The remaining proportion of students have pursued a mixture of careers in the Metropolitan Police, The Army, The Royal Navy, AON, PwC, Deloitte and Toyota amongst others.

At GCSE, the upward trend in Progress 8 and Attainment 8 continued. As with A-Level results, grade suppression to bring results back in line with 2019 resulted in a reduction in top grades when comparing to 2022. However, when we again compare 2023 with 2019, it is clear that the school has improved over the period and is a very strong position.

Key highlights of GCSE results include:

- Five students achieved at least 10 grade 9s (0 in 2019).
- 8 students achieved at least 9 grade 9s (1 in 2019).
- 13 students achieved at least 8 grade 9s (3 in 2019).
- 40% of all grades were at least a grade 8 compared to 28% in 2019.

The fantastic results achieved by the students will provide a robust starting point for their future studies.

With the relaxation of pandemic-related restrictions, a full calendar of trips took place, including the first overnight and foreign trips since early 2020. The much-loved Year 8 camp took place in summer 2023 and all Year 8 students had the opportunity to take part. Each half of the year group spends six days camping in the New Forest and a range of activities are undertaken including canoeing, cycling, orienteering, an expedition to Lyndhurst studying the flora and fauna, together with a visit to a local reptile centre. Activities are designed to test the students mentally and physically as individuals, but with an emphasis on team/group work. Camp gives all Year 8 students the opportunity to experience a residential trip under canvas, developing personal and social skills in an unfamiliar environment.

Year groups that missed camp due to the pandemic, were given the opportunity to attend a residential activity camp run by Cuffley's. The aim of the trip was to provide an exciting and challenging residential for students, where they had the opportunity to camp outside and take part in a wide range of outdoor activities. Students were able to develop skills such as confidence, teamwork and leadership, whilst also developing social relationships with their peers. Additionally, students were able to participate in the Duke of Edinburgh adventure scheme culminating with a bronze expedition to Broadstone Warren Camp Site in July. Year 8 also undertook a residential trip to Wales to compete in a rugby festival.



# BETHS GRAMMAR SCHOOL

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

Beyond residential excursions, a day trip to Paris was undertaken by the Modern Foreign Languages Department where students took part in a seven-hour walking tour of Paris conducted almost entirely in French. In addition, there were many other trips throughout the year including:

- a trip to Parliament;
- Geography field trips to Herne Bay, Lullingstone Roman Villa, the Wallace Gallery, Oxford University, the British Museum, and Chinatown;
- an LGBTQ+ trip to London; and
- various theatre and musical trips.

There were many other notable successes during the year including a student who published their second book, the LGBTQ+ society coming second in the 'Pride Group of the Year' category at the Just Like Us Awards ceremony, a group of Year 9 students coming joint first in the Jack Petchey Maths Challenge at Addey and Stanhope School (resulting in a place in the final thereof) and a student representing Beths, Charlton Athletic and England in the Al Jazira International Cup in Abu Dhabi.

The Music Department continued to present termly concerts and four students performed at the Bexley Young Musician competition, reaching the top 8 as finalists. March also saw the Drama Department put on another successful school production with Dumb Waiter and DNA.

Beths enjoyed numerous sporting successes including the 1<sup>st</sup> XI footballers winning both the Kent League and Cup, and the 2<sup>nd</sup> XI coming second in the league; a great achievement from the Sixth Form football teams. The U14 Rugby Team triumphed in the Kent Plate and both the U12 and U13 Basketball teams won the Kent Cup, with the U14, U17 and U18 teams also all reaching the final. The U14 Athletics Team won the Bexley Championships, along with the U13 and U15 Athletics Team who qualified for the South of England Finals.

After receiving the exciting news in May 2022 that the school had successfully applied for funding towards a new Sixth Form Block, the project tender and enabling works took place during the year. The old Learning Resource building that was erected in the 1970s as a temporary unit was demolished, and the groundwork setup was completed to enable the commencement of the new building in Autumn 2023. It is anticipated that the new block will be completed in Autumn 2024. The project will provide 14 new classrooms along with a Common Room and Servery, which will address chronic overcrowding that the school has experienced in recent years, whilst also giving the Sixth Form their own dedicated space.

#### Key Performance Indicators

The school exam targets for 2023 were discussed by the Trustees Students Committee and ratified by the Full Board of Trustees

	2022/23 Target	Actual
Year 11		
Progress 8 0	.40	.69
GCSE 9-5(A**-C) incl English Language/Literature and Maths	95%	99%
GCSE 9-7	N/A	63%
GCSE 9-7 incl English Language/Literature and Maths	50%	57%
GCSE 8+	N/A	40%
A8	73%	73%
Year 13		
A Level (A*-B)	60%	57%
A Level (A*-E)	100%	98%

Attendance figures up to 20 March were as follows:

Year	Target	Actual
7	95%	96.9%
8	95%	96.3%
9	95%	95.7%
10	95%	96.5%
11	95%	96.4%

# BETHS GRAMMAR SCHOOL

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

Staffing ratio – The cost of staffing salaries as a proportion of total income (excluding capital) is 76.6%

Utility costs per pupil was £193.

#### Going Concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy 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 accounts.

#### **Financial Review**

We receive our income from a number of different sources. The greater part of our income comes from central government via the Education and Skills Funding Agency who provides us with a 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 deficit / surplus must also be reflected in our accounts, but as this is not a conventional liability / asset, it does not need to be deducted from spendable funds. We meet our obligations in respect of the LGPS by paying over pension contributions due as calculated by the scheme's actuaries.

The following balances were held at 31 August:

<b>Fund</b>	<b>Category</b>	<b>2023 £'000</b>	<b>2022 £'000</b>
GAG	Restricted General Funds	5,100	3,644
Other DfE/ESFA Grants	Restricted General Funds	-	15
Other Income	Restricted General Funds	262	209
	<b><i>Sub-total General Restricted Funds</i></b>	<b>5,362</b>	<b>3,868</b>
Unspent Capital Grants	Restricted Fixed Asset Fund	2,383	28
Other Income	Unrestricted General Fund	914	876
	<b><i>Sub-Total Spendable Funds</i></b>	<b>8,659</b>	<b>4,760</b>
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	11,856	11,979
Salix loan	Restricted Fixed Asset Fund	(9)	(12)
Share of LGPS Deficit	Restricted Pension Reserve	-	(55)
	<b><i>Total All Funds</i></b>	<b><u>20,506</u></b>	<b><u>16,684</u></b>

# BETHS GRAMMAR SCHOOL

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2023

---

During the year under review general restricted funds increased by £1,494k (2022: increase of £1,005k), and unrestricted general funds increased by £38k (2022: increase of £99k). After actuarial gains, LGPS valuation adjustments, depreciation and capital income and expenditure, overall funds increased by £3,822k (2022: increase of £2,690k).

The recent Covid 19 pandemic had no impact on the school's financial performance in 2022/23. However, the war in Ukraine, together with rising general costs and interest rates resulted in costs being above those that had been anticipated in the school's budget.

The war in Ukraine is difficult to judge the impact it may have on the school's financial position; however, the school has reviewed many of its contracts to ensure that best value is achieved and renegotiated if necessary to allow an accurate forecast to be produced. Energy costs are unstable and by fixing a contract with the suppliers, the school has removed any risks associated with those costs.

Recruitment remains an issue for the school, with difficulty in sourcing suitably qualified personnel in teaching and support staff roles. Measures such as teaching training initiatives and apprenticeships have helped filled vacancies, however, it is anticipated that staffing costs will need to increase to attract suitable staff.

The school was awarded funding for a major building works which commenced in the summer of 2023. The build will be part funded by the school's reserves and a 10-year CIF loan. The schools reserves policy has identified the need to fund the building project and the school has maintained a programme to increase its reserves to fund the project.

#### Reserves Policy

Beths Grammar School aims to carry forward a prudent level of resources to cover short-, medium- and long-term needs such as funding constraints, needs for renewal and replacement, major unforeseen contingencies and to contribute to major capital developments.

The reserve balance will be reviewed and projections on future balances will be made at key points during the financial year, namely as part of the budget setting process and update of the SIP.

The school has identified a need for a major capital works and has set aside relevant reserves to contribute to the project. Funding has been received for the works and as part of the funding, the school has agreed to contribute to the project from its reserves. The school has also agreed to take out a CIF loan to aid with the funding of the project and has allocated reserves to allow the loan to be repaid. Total spendable of £6 million include the schools contribution to capital works, the CIF loan and an amount to cover one month's salaries as specified in the Reserves Policy

Details of all reserves and year-end balances are contained in the academy trust's annual Statement of Accounts.

#### Investment Policy and Powers

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 Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to academic performance, finances, staffing, health & safety and safeguarding our students. The Trustees have implemented several systems to assess risks that the Academy 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 Academy has an effective system of internal financial controls, and this is explained in more detail in the Statement on Internal Control.

The risk management process has been codified in a risk register implemented by the Senior Leadership Team and overseen by Trustees. The risk register is reviewed regularly and updated as appropriate

#### Financial

The Trustees keep spendable reserves under constant review to ensure that they have sufficient income to run the Academy on an efficient basis without affecting the quality of teaching and learning. Managements Accounts are reviewed monthly and cashflows produced to ensure that the school has adequate funds during the economic crisis. Contracts are reviewed to ensure that best value is achieved and to minimise any risks to the school

# **BETHS GRAMMAR SCHOOL**

## **TRUSTEES' REPORT**

### ***FOR THE YEAR ENDED 31 AUGUST 2023***

---

#### Governance

The Trustees ensure that they have an effective system of control to mitigate risks.

#### Reputational

The Trustees give consideration to all aspects of the academy trusts activities in order to maintain its reputation.

#### Child Protection

The Trustees ensure that the highest standards of child protection are maintained in order to protect the young people in the academy trust's care.

#### Staff

Risk resulting from major changes in staff is minimised by continually monitoring the arrangements for recruitment and development of staff. Review of staffing and salaries regularly undertaken and a system of training staff "in house" has been introduced to mitigate recruitment issues.

#### Estate

Trustees receive regular monitoring reports concerning the buildings management, grounds management, Health and Safety, risk, lettings and catering to ensure compliance and safety.

### **Our fundraising practices**

The academy trust organises fundraising events and appeals and co-ordinate the activities of our supporters both in Beths 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, school blog, our websites and via students. All fundraising material contains clear instructions on how a person can be removed from mailing lists.

Fundraising activities for the year, were limited due to school building capacity issues. Students raised funds for charitable causes through exercise sponsorship and own clothes days and lettings bookings recommenced wherever possible.

### **Plans for Future Periods**

- To maintain or raise attainment for all groups of students at GCSE and A Level
- To promote excellent behaviour and attitudes
- To promote the best climate for personal development and social responsibility.
- To build leadership capacity and management across the school
- To complete the Sixth Form building project to ensure the whole school community is appropriately accommodated.

### **Funds Held as Custodian Trustee on Behalf of Others**

The school acts as a custodian trustee on behalf of funds received from 16-19 Bursary Fund Scheme before payment is made to eligible students.

# BETHS GRAMMAR SCHOOL

## TRUSTEES' REPORT

***FOR THE YEAR ENDED 31 AUGUST 2023***

---

### **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 7<sup>th</sup> December 2023 and signed on its behalf by:



.....  
Mr J Brock

**Chair of Trustees**

# BETHS GRAMMAR SCHOOL

## GOVERNANCE STATEMENT

### FOR THE YEAR ENDED 31 AUGUST 2023

---

#### Scope of Responsibility

As Trustees we acknowledge we have overall responsibility for ensuring that Beths Grammar 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 Beths Grammar 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

Trustees	Meetings attended	Out of possible
Mr C Hares (Chair of Trustees until 5/9/22) (Member only from 5/9/22)	0	0
Mr R Blyghton ( Headteacher)	3	4
Mr M Appleby	1	4
Rev. J Bowen (member only from 25/9/22)	0	1
Mr R Ramsay	2	4
Mr B Hamilton (from 8/6/23)	1	1
Mr J Brock (Chair of Trustees from 5/9/22) (Member from 21/9/22)	3	4
Mr C Brauer (from 8/6/23)	0	1
Mr S Mulvaney (member only from 5/9/22)	0	0
Mr M Pack	3	4
Dr M Pack	2	4
Mrs C Palmer	2	4
Mr D Nimmons (from 8/6/23)	1	1
Mr J Zarb (from 13/2/23)	2	2
Mrs C Guest (Joint Deputy Chair of Trustees)	3	4
Mr B Ojomo	2	4
Ms M Pempyte (resigned 31/12/22)	0	2
Mr A Robins	1	4

The Board of Trustees (Governing Body) meets four times each year. Individual Trustees meet additionally on three other occasions during the year at meetings of the three Committees that have been established by the Governing Body. To ensure that oversight is maintained of all funds, each Committee meets three times a year and each meeting is attended by a minimum of three Trustees. Minutes and documents from each committee meeting are presented to the Board of Trustees. Management Accounts are produced monthly for presentation to Chair and Accounting Officer, additionally, Management Accounts are provided to all Trustees six times each year. Trustees regularly attend the school for observation and feedback purposes. In addition to the meetings of Trustees, Members of the Beths Grammar School Trust meet at least once each year. Additional meetings of the Trust will be held according to business needs e.g. Trustee appointments / Headteacher recruitment and appointments.

There is currently full separation between Trustee and Trust Member roles with the exception of the Chair of the Trustee Board, who is both a Trustee and Trust Member. Consideration is being given to the relationship between the Trust Board and the Trustee Board to ensure Trust Board Members receive regular feedback on the performance of the school and Trustees.

#### Conflict of interest

During each Board of Trustees and committee meeting, there is a requirement for each trustee to declare if they have an interest. The register is updated after each meeting and written declaration forms are produced each year by Trustees, Members, leadership staff and key financial personnel. The register is considered before entering into any contract to ensure that there is no conflict of interest.

# BETHS GRAMMAR SCHOOL

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

### Governance review

Governance self-assessment and improvement planning 2022-3 school year.

All Trustees undertook a skills audit in September 2022 using the template recommended by the National Governors Association (NGA). This is updated annually to reflect the skills of new Trustees joining the Board and existing trustees gaining new skills. There is currently a good balance of skills across the Trustee board.

Trustees reviewed the 2021 Governance Improvement Plan in September 2022 and agreed to continue to work towards the priorities previously identified. This involved a particular focus on the impact of the Trustee Board on school improvement following the summer 2022 Ofsted inspection and on Trustees' individual contributions to the collective impact of the board.

More recently Trustees were asked to reflect on how they had fulfilled their governance duties through the school year. Their responses are being compiled into a "Governance impact report" which will be shared with the Trust Board and will be used by the Trustee Board to inform planning for 2023-4. School visits by Trustees have made a particularly valuable contribution to the impact Trustees have in relation to the delivery of strategic outcomes. The Trustee Board will continue to undertake a self-assessment review annually.

The Finance and Asset Management Committee is a sub-committee of the main Board of Trustees. Its purpose is to assist and support the Board of Trustees, ensuring sound oversight is exercised over the management of the Academy's finances and Resources. Attendance at meetings during the year was as follows:

Trustees	Meetings attended	Out of possible
Mr M Appleby (Chair of Committee)	2	3
Mr R Blyghton	1	3
Mr M Pack	2	3
Mr A Robins	3	3
Mr R Ramsay	3	3

The purpose of an Audit Committee is to provide assurance that risks are being adequately identified and managed. The functions of the Audit Committee are included within the Finance and Asset Management Committee.

### 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:

- Developing and implementing a programme of Good to Outstanding teaching.
- Developing a model of providing professional development from within.
- Reporting termly to Trustees Finance and Asset Management Committee.
- Appointing an independent Internal Auditor to provide assurance on financial controls, systems, transactions and risks
- Providing monthly Management Accounts to the Chair of Trustees
- Providing Management Accounts six times per year for trustees.
- Regular review of contracts and competitive tenders required for all contracts over £50,000
- Reviewing fuel contracts to ensure best value is achieved and risk is minimised
- Reviewing controls and managing risks.
- Introducing Bacs online payments for more efficient transactions whilst also saving costs and time
- Annual review of staffing structure.
- Actively recruiting staff to train through recognised training providers
- Introducing a full security system to register all on site
- Updating for doors and alarms

# BETHS GRAMMAR SCHOOL

## GOVERNANCE STATEMENT

### FOR THE YEAR ENDED 31 AUGUST 2023

---

- Regularly reviewing and updating the trusts risk policy
- Reviewing and updating the Trusts maintenance programme
- Restructure of roles and responsibilities to ensure robust separation of duties to provide financial assurance
- Checking and reviewing all costs over £10,000.
- Continuing to provide 7 taught lessons per subject per week at A Level in the sixth form
- Implementing preparation for young people about to embark on the next phase of their learning journey by providing enrichment activities
- Providing a full carers and work experience provision
- Providing a holistic approach to education to nurture and mentor each student
- Providing digital devices for all students and staff to improve quality of teaching and to ensure that no disruption to learning in the event of a school closure

#### 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 Beths Grammar School for the period 01 September 2022 to 31 August 2023 and up to the date of approval of the Annual Report and Financial Statements.

#### Capacity to Handle Risk

The Board of 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 on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 01 September 2022 to 31 August 2023 and up to the date of approval of the Annual Report and Financial Statements. This process is regularly reviewed by the Board of Trustees.

#### The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Finance and Asset Management 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
- independent internal audit

The Board of Trustees has considered the need for a specific internal audit function and has decided to appoint an independent internal auditor, School Business Services. SBS provide a full two-year rolling programme providing 3 visits per year.

The IA's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. On a regular basis, the IA reports to the Board of Trustees on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

The Internal Auditor visited three times during the year. Checks carried out included:

- Website review
- Gifts and Hospitality Policy and Register
- Review of Whistleblowing Policy



# BETHS GRAMMAR SCHOOL

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

- Review of Safeguarding Policy
- Risk Policy
- GDPR Policy
- Monthly Management Accounts
- Year End Procedures
- Budgeting and Cashflow Process
- Payroll
- Financial Procedures
- Accounting System
- Banking Procedures

The IA's view is that the correct processes were followed, and that staff were highly competent in explaining the processes. No material control weaknesses have been identified and all findings have been reported to Trustees. Trustees are satisfied that the role 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 was informed by:

- the work of the Internal Auditor;
- 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 was advised of the implications of the result of their review of the system of internal control by the finance and asset management committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the Board of Trustees on 7<sup>th</sup> December 2023 and signed on its behalf by:



**Mr J Brock**  
Chair of Trustees



**R Blyghton**  
Accounting Officer

# BETHS GRAMMAR SCHOOL

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

As accounting officer of Beths Grammar 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 2022, 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 2022.

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



R Blyghton  
**Accounting Officer**

07 December 2023

# BETHS GRAMMAR SCHOOL

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

The trustees (who are also the directors of Beths Grammar 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 2022 to 2023 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 2022 to 2023;
- 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 07 December 2023 and signed on its behalf by:



Mr J Brock  
**Chair of Trustees**

# BETHS GRAMMAR SCHOOL

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BETHS GRAMMAR SCHOOL

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

### Opinion

We have audited the Financial Statements of Beths Grammar School for the year ended 31 August 2023 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 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the Financial Statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 2022 to 2023.

### 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.

# BETHS GRAMMAR SCHOOL

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BETHS GRAMMAR SCHOOL (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

### **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.

# BETHS GRAMMAR SCHOOL

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BETHS GRAMMAR SCHOOL (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

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**

12 December 2023  
.....

**Chartered Certified Accountants**  
**Statutory Auditor**

Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE



# BETHS GRAMMAR SCHOOL

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BETHS GRAMMAR SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

In accordance with the terms of our engagement letter dated 13 May 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Beths Grammar School during the period 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Respective responsibilities of Beths Grammar School's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Beths Grammar School's funding agreement with the Secretary of State for Education dated 21 September 2010 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

### **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 2022, issued by the ESFA.

# BETHS GRAMMAR SCHOOL

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO BETHS GRAMMAR SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

---

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

*Baxter & Co.*

### Reporting Accountant

Baxter & Co  
Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

Dated: ...12 December 2023



# BETHS GRAMMAR SCHOOL

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2023 £'000	Total 2022 £'000
<b>Income and endowments from:</b>						
Donations and capital grants	3	14	-	2,852	2,866	47
Charitable activities:						
- Funding for educational operations	4	452	10,879	-	11,331	10,274
Other trading activities	5	76	-	-	76	74
Investments	6	21	-	-	21	1
<b>Total</b>		<u>563</u>	<u>10,879</u>	<u>2,852</u>	<u>14,294</u>	<u>10,396</u>
<b>Expenditure on:</b>						
Raising funds	7	61	-	-	61	69
Charitable activities:						
- Educational operations	8	464	9,183	861	10,508	10,016
<b>Total</b>	7	<u>525</u>	<u>9,183</u>	<u>861</u>	<u>10,569</u>	<u>10,085</u>
<b>Net income</b>		38	1,696	1,991	3,725	311
Transfers between funds	17	-	(244)	244	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit pension schemes	19	-	97	-	97	2,379
<b>Net movement in funds</b>		38	1,549	2,235	3,822	2,690
<b>Reconciliation of funds</b>						
Total funds brought forward		<u>876</u>	<u>3,813</u>	<u>11,995</u>	<u>16,684</u>	<u>13,994</u>
Total funds carried forward		<u>914</u>	<u>5,362</u>	<u>14,230</u>	<u>20,506</u>	<u>16,684</u>

# BETHS GRAMMAR SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2022 £'000
<b>Income and endowments from:</b>					
Donations and capital grants	3	11	-	36	47
Charitable activities:					
- Funding for educational operations	4	399	9,875	-	10,274
Other trading activities	5	74	-	-	74
Investments	6	1	-	-	1
<b>Total</b>		<u>485</u>	<u>9,875</u>	<u>36</u>	<u>10,396</u>
<b>Expenditure on:</b>					
Raising funds	7	69	-	-	69
Charitable activities:					
- Educational operations	8	317	8,841	858	10,016
<b>Total</b>	7	<u>386</u>	<u>8,841</u>	<u>858</u>	<u>10,085</u>
<b>Net income/(expenditure)</b>		99	1,034	(822)	311
Transfers between funds	17	-	(300)	300	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	19	-	2,379	-	2,379
<b>Net movement in funds</b>		99	3,113	(522)	2,690
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>777</u>	<u>700</u>	<u>12,517</u>	<u>13,994</u>
Total funds carried forward		<u>876</u>	<u>3,813</u>	<u>11,995</u>	<u>16,684</u>

# BETHS GRAMMAR SCHOOL

## BALANCE SHEET

AS AT 31 AUGUST 2023

		2023	2022
	Notes	£'000	£'000
<b>Fixed assets</b>			
Tangible assets	12	11,856	11,979
<b>Current assets</b>			
Debtors	13	2,893	313
Cash at bank and in hand		6,661	5,442
		9,554	5,755
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	14	(898)	(986)
<b>Net current assets</b>		8,656	4,769
<b>Total assets less current liabilities</b>		20,512	16,748
Creditors: amounts falling due after more than one year	15	(6)	(9)
<b>Net assets excluding pension liability</b>		20,506	16,739
Defined benefit pension scheme liability	19	-	(55)
<b>Total net assets</b>		20,506	16,684
<b>Funds of the Academy Trust:</b>			
<b>Restricted funds</b>	17		
- Fixed asset funds		14,230	11,995
- Restricted income funds		5,362	3,868
- Pension reserve		-	(55)
<b>Total restricted funds</b>		19,592	15,808
<b>Unrestricted income funds</b>	17	914	876
<b>Total funds</b>		20,506	16,684

The Financial Statements on pages 23 to 46 were approved by the Trustees and authorised for issue on 07 December 2023 and are signed on their behalf by:



Mr J Brock  
Chair of Trustees

Company registration number 07379768 (England and Wales)

# BETHS GRAMMAR SCHOOL

## STATEMENT OF CASH FLOWS

**FOR THE YEAR ENDED 31 AUGUST 2023**

	Notes	2023 £'000	£'000	2022 £'000	£'000
<b>Cash flows from operating activities</b>					
Net cash (used in)/provided by operating activities	20		(913)		1,936
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		21		1	
Capital grants from DfE Group		2,852		36	
Purchase of tangible fixed assets		(738)		(566)	
<b>Net cash provided by/(used in) investing activities</b>			2,135		(529)
<b>Cash flows from financing activities</b>					
Repayment of long term bank loan		(3)		(2)	
<b>Net cash used in financing activities</b>			(3)		(2)
<b>Net increase in cash and cash equivalents in the reporting period</b>			1,219		1,405
Cash and cash equivalents at beginning of the year			5,442		4,037
<b>Cash and cash equivalents at end of the year</b>			6,661		5,442

# BETHS GRAMMAR SCHOOL

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

---

### 1 Accounting policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), 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 2022 to 2023 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.

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

### 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 other than freehold land, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Freehold land and buildings	2% - 5%
Computer equipment	20%-33.33%
Fixtures, fittings & equipment	20%
Motor vehicles	20%

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.

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

### 1 Accounting policies

(Continued)

#### 1.6 Liabilities

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

#### 1.7 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.

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

---

### 1 Accounting policies

(Continued)

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

#### 1.11 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 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### Critical areas of 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.



# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Capital grants	-	2,852	2,852	36
Other donations	14	-	14	11
	<u>14</u>	<u>2,852</u>	<u>2,866</u>	<u>47</u>

### 4 Funding for the Academy Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	9,986	9,986	9,108
Other DfE/ESFA grants:				
- Pupil premium	-	129	129	128
- Others	-	546	546	397
	<u>-</u>	<u>10,661</u>	<u>10,661</u>	<u>9,633</u>
<b>Other government grants</b>				
Local authority grants	-	41	41	35
	<u>-</u>	<u>41</u>	<u>41</u>	<u>35</u>
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Other DfE/ESFA COVID-19 funding	-	35	35	52
<b>Non-DfE/ESFA</b>				
Other COVID-19 funding	-	-	-	24
	<u>-</u>	<u>35</u>	<u>35</u>	<u>76</u>
<b>Other funding</b>				
Catering income	403	-	403	374
Trips and other pupil activity income	-	93	93	85
Other incoming resources	49	49	98	71
	<u>452</u>	<u>142</u>	<u>594</u>	<u>530</u>
<b>Total funding</b>	<u>452</u>	<u>10,879</u>	<u>11,331</u>	<u>10,274</u>

The Academy Trust has been eligible to claim additional funding in the year from government support schemes in response to the Coronavirus outbreak. The funding received is shown above under "COVID-19 additional funding".

- The funding received for coronavirus exceptional support covers £35,052 of Recovery Premium costs. These costs are included in notes 7 and 8 below as appropriate.

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Hire of facilities	22	-	22	19
Income from facilities and services	54	-	54	55
	<u>76</u>	<u>-</u>	<u>76</u>	<u>74</u>

### 6 Investment income

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Short term deposits	21	-	21	1
	<u>21</u>	<u>-</u>	<u>21</u>	<u>1</u>

### 7 Expenditure

	Staff costs £'000	Non-pay expenditure Premises £'000	Other £'000	Total 2023 £'000	Total 2022 £'000
Expenditure on raising funds					
- Direct costs	-	-	61	61	69
Academy's educational operations					
- Direct costs	6,668	689	821	8,178	7,615
- Allocated support costs	1,023	715	592	2,330	2,401
	<u>7,691</u>	<u>1,404</u>	<u>1,474</u>	<u>10,569</u>	<u>10,085</u>

#### Net income/(expenditure) for the year includes:

	2023 £'000	2022 £'000
Operating lease rentals	10	6
Depreciation of tangible fixed assets	861	858
Fees payable to auditor for:		
- Audit	9	8
- Other services	9	20
Net interest on defined benefit pension liability	(2)	35
	<u>887</u>	<u>927</u>

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 8 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
<b>Direct costs</b>				
Educational operations	-	8,178	8,178	7,615
<b>Support costs</b>				
Educational operations	464	1,866	2,330	2,401
	<u>464</u>	<u>10,044</u>	<u>10,508</u>	<u>10,016</u>
<b>Analysis of costs</b>			<b>2023 £'000</b>	<b>2022 £'000</b>
<b>Direct costs</b>				
Teaching and educational support staff costs			6,668	6,261
Staff development			15	19
Depreciation			689	687
Technology costs			180	154
Educational supplies and services			161	141
Examination fees			252	213
Educational consultancy			52	34
Other direct costs			161	106
			<u>8,178</u>	<u>7,615</u>
<b>Support costs</b>				
Support staff costs			979	894
Defined benefit pension scheme - staff costs (FRS102 adjustment)			44	236
Depreciation			172	171
Technology costs			45	3
Maintenance of premises and equipment			151	238
Cleaning			25	25
Energy costs			198	109
Rent, rates and other occupancy costs			83	64
Insurance			44	42
Security and transport			42	20
Catering			464	413
Defined benefit pension scheme - finance costs (FRS102 adjustment)			(2)	35
Legal costs			8	3
Other support costs			53	120
Governance costs			24	28
			<u>2,330</u>	<u>2,401</u>

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 9 Staff

#### Staff costs

Staff costs during the year were:

	2023 £'000	2022 £'000
Wages and salaries	5,702	5,289
Social security costs	603	570
Pension costs	1,200	1,129
Defined benefit pension scheme - staff costs (FRS102 adjustment)	44	236
	<hr/>	<hr/>
Staff costs - employees	7,549	7,224
Agency staff costs	142	165
Staff restructuring costs	-	10
	<hr/>	<hr/>
Total staff expenditure	<u>7,691</u>	<u>7,399</u>

Staff restructuring costs comprise:

Severance payments	-	10
	<hr/>	<hr/>

#### Staff numbers

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

	2023 Number	2022 Number
Teachers	87	82
Administration and support	52	51
Management	7	8
	<hr/>	<hr/>
	146	141
	<hr/>	<hr/>

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

	2023 Number	2022 Number
Teachers	82	74
Administration and support	43	43
Management	7	8
	<hr/>	<hr/>
	132	125
	<hr/>	<hr/>

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 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:

	2023 Number	2022 Number
£60,000 - £70,000	4	5
£70,001 - £80,000	3	-
£80,001 - £90,000	1	2
£90,001 - £100,000	1	1
£100,001 - £110,000	1	-
	<u>10</u>	<u>8</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 £793,875 (2022: £928,538).

### 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 Blyghton (Headteacher):

- Remuneration £105,000 - £110,000 (2022: £95,000 - £100,000)
- Employer's pension contributions £25,000 - £30,000 (2022: £20,000 - £25,000)

M Pack (Co-opted Trustee)

- Remuneration £0 - £5,000 (2022: £0 - £5,000)
- Employer's pension contributions £nil (2022: £nil)

During the year expenses of £2,526 (2022: £nil) were reimbursed or paid directly to 1 Trustee.

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 2023 was £320 (2022: £320). The cost of this insurance is included in the total insurance cost.

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 12 Tangible fixed assets

	Freehold land and buildings £'000	Computer equipment £'000	Fixtures, fittings & equipment £'000	Motor vehicles £'000	Total £'000
<b>Cost</b>					
At 1 September 2022	19,886	348	422	-	20,656
Additions	517	91	43	87	738
At 31 August 2023	20,403	439	465	87	21,394
<b>Depreciation</b>					
At 1 September 2022	8,047	269	361	-	8,677
Charge for the year	699	111	34	17	861
At 31 August 2023	8,746	380	395	17	9,538
<b>Net book value</b>					
At 31 August 2023	11,657	59	70	70	11,856
At 31 August 2022	11,839	79	61	-	11,979

Freehold land is included above at a nominal value of £1, reflecting legal restrictions as to its use.

### 13 Debtors

	2023 £'000	2022 £'000
Trade debtors	26	3
VAT recoverable	107	56
Prepayments and accrued income	2,760	254
	2,893	313

Included in accrued income is CIF income of £2,596k.

### 14 Creditors: amounts falling due within one year

	2023 £'000	2022 £'000
Government loans	3	3
Trade creditors	88	261
Other taxation and social security	160	144
ESFA creditors	43	-
Other creditors	131	117
Accruals and deferred income	473	461
	898	986

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 15 Creditors: amounts falling due after more than one year

	2023 £'000	2022 £'000
Government loans	6	9
	<u>6</u>	<u>9</u>
<b>Analysis of loans</b>	<b>2023 £'000</b>	<b>2022 £'000</b>
Wholly repayable within five years	9	12
Less: included in current liabilities	(3)	(3)
	<u>6</u>	<u>9</u>
Amounts included above	<u>6</u>	<u>9</u>
<b>Loan maturity</b>		
Debt due in one year or less	3	3
Due in more than one year but not more than two years	3	5
Due in more than two years but not more than five years	3	4
	<u>9</u>	<u>12</u>

The loan relates to an interest free Salix Loan, which is repayable over 8 years, with 3.5 years of repayments remaining, as at 31 August 2023.

### 16 Deferred income

	2023 £'000	2022 £'000
Deferred income is included within:		
Creditors due within one year	276	57
	<u>276</u>	<u>57</u>
Deferred income at 1 September 2022	57	34
Released from previous years	(57)	(34)
Resources deferred in the year	276	57
	<u>276</u>	<u>57</u>
Deferred income at 31 August 2023	<u>276</u>	<u>57</u>

Deferred income relates to £190k (2022: £8k) balances on trips/activities, £83k (2022: £49k) relates to voluntary fund income, Jack Petchey award £3k (2022: £nil).

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Funds

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2023 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	3,644	9,986	(8,286)	(244)	5,100
Pupil premium	-	129	(129)	-	-
Other DfE/ESFA COVID-19 funding	-	35	(35)	-	-
Other DfE/ESFA grants	15	546	(561)	-	-
Other government grants	-	41	(41)	-	-
Other restricted funds	209	142	(89)	-	262
Pension reserve	(55)	-	(42)	97	-
	<u>3,813</u>	<u>10,879</u>	<u>(9,183)</u>	<u>(147)</u>	<u>5,362</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	9,029	-	(642)	-	8,387
DfE group capital grants	1,736	2,852	(102)	-	4,486
Capital expenditure from GAG and other funds	1,230	-	(117)	244	1,357
	<u>11,995</u>	<u>2,852</u>	<u>(861)</u>	<u>244</u>	<u>14,230</u>
<b>Total restricted funds</b>	<u>15,808</u>	<u>13,731</u>	<u>(10,044)</u>	<u>97</u>	<u>19,592</u>
<b>Unrestricted funds</b>					
General funds	<u>876</u>	<u>563</u>	<u>(525)</u>	<u>-</u>	<u>914</u>
<b>Total funds</b>	<u>16,684</u>	<u>14,294</u>	<u>(10,569)</u>	<u>97</u>	<u>20,506</u>

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 2023.

The Restricted LGPS Fund represents the Academy's share of the LGPS Pension Fund deficit / surplus.

The Restricted Fixed Asset Fund represents the net book value of fixed assets plus the unspent element of Capital funds, less Capital Loans. When assets are purchased the fund is increased and depreciation charges reduce the fund.

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



# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Funds

(Continued)

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

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	2,615	9,108	(7,779)	(300)	3,644
Pupil premium	-	128	(128)	-	-
Other DfE/ESFA COVID-19 funding	-	52	(52)	-	-
Other Coronavirus funding	-	24	(24)	-	-
Other DfE/ESFA grants	-	397	(382)	-	15
Other government grants	-	35	(35)	-	-
Other restricted funds	248	131	(170)	-	209
Pension reserve	(2,163)	-	(271)	2,379	(55)
	<u>700</u>	<u>9,875</u>	<u>(8,841)</u>	<u>2,079</u>	<u>3,813</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	9,671	-	(642)	-	9,029
DfE group capital grants	1,848	36	(148)	-	1,736
Capital expenditure from GAG and other funds	998	-	(68)	300	1,230
	<u>12,517</u>	<u>36</u>	<u>(858)</u>	<u>300</u>	<u>11,995</u>
<b>Total restricted funds</b>	<u>13,217</u>	<u>9,911</u>	<u>(9,699)</u>	<u>2,379</u>	<u>15,808</u>
<b>Unrestricted funds</b>					
General funds	<u>777</u>	<u>485</u>	<u>(386)</u>	<u>-</u>	<u>876</u>
<b>Total funds</b>	<u>13,994</u>	<u>10,396</u>	<u>(10,085)</u>	<u>2,379</u>	<u>16,684</u>

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 18 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
<b>Fund balances at 31 August 2023 are represented by:</b>				
Tangible fixed assets	-	-	11,856	11,856
Current assets	914	6,257	2,383	9,554
Current liabilities	(473)	(422)	(3)	(898)
Non-current liabilities	-	-	(6)	(6)
Accruals and deferred income	473	(473)	-	-
<b>Total net assets</b>	<b>914</b>	<b>5,362</b>	<b>14,230</b>	<b>20,506</b>
	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	-	-	11,979	11,979
Current assets	876	4,851	28	5,755
Current liabilities	-	(983)	(3)	(986)
Non-current liabilities	-	-	(9)	(9)
Pension scheme liability	-	(55)	-	(55)
<b>Total net assets</b>	<b>876</b>	<b>3,813</b>	<b>11,995</b>	<b>16,684</b>

### 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 London Borough of Bexley. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £106k were payable to the schemes at 31 August 2023 (2022: £105k) 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.

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 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 specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019.

The key elements of the valuation and subsequent consultation are:

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

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to the TPS in the period amounted to £ 942k (2022: £891k).

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 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 21.7% for employers and 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	2023 £'000	2022 £'000
Employer's contributions	259	219
Employees' contributions	77	67
Total contributions	336	286

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

Principal actuarial assumptions	2023 %	2022 %
Rate of increase in salaries	4.3	4.4
Rate of increase for pensions in payment/inflation	2.9	3.0
Discount rate for scheme liabilities	5.4	4.3
Rate of CPI Inflation	2.8	2.9

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

	2023 Years	2022 Years
Retiring today		
- Males	21.4	22.3
- Females	23.6	25.1
Retiring in 20 years		
- Males	22.3	23.9
- Females	25.4	27.1

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

	2023 £'000	2022 £'000
Discount rate + 0.1%	5,429	5,869
Discount rate - 0.1%	5,596	6,085
Mortality assumption + 1 year	5,624	6,101
Mortality assumption - 1 year	5,402	5,854

Defined benefit pension scheme net asset/(liability)	2023 £'000	2022 £'000
Scheme assets	6,070	5,921
Scheme obligations	(6,070)	(5,976)
Net asset/(liability)	-	(55)

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

#### The Academy Trust's share of the assets in the scheme

	2023 Fair value £'000	2022 Fair value £'000
Equities	2,009	2,066
Government Bonds	601	699
Other Bonds	789	758
Cash	115	397
Property	844	959
Other assets	1,712	1,042
	<u>6,070</u>	<u>5,921</u>
Total market value of assets	<u>6,070</u>	<u>5,921</u>

The actual return on scheme assets was £(98,000) (2022: £(319,000)).

#### Amount recognised in the statement of financial activities

	2023 £'000	2022 £'000
Current service cost	287	444
Interest income	(260)	(105)
Interest cost	258	140
Administration expenses	16	11
	<u>301</u>	<u>490</u>
Total operating charge	<u>301</u>	<u>490</u>

#### Changes in the present value of defined benefit obligations

	2023 £'000
At 1 September 2022	5,976
Current service cost	287
Interest cost	258
Employee contributions	77
Actuarial (gain)	(455)
Benefits paid	(73)
	<u>6,070</u>
At 31 August 2023	<u>6,070</u>

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

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

	2023 £'000
At 1 September 2022	5,921
Interest income	260
Actuarial (loss)	(358)
Employer contributions	259
Employee contributions	77
Benefits paid	(73)
Administration expenses	(16)
At 31 August 2023	6,070

The asset ceiling adjustment has been accounted for via FRS102 adjustment of £558k to the actuarial (gain) / loss.

### 20 Reconciliation of net income to net cash flow from operating activities

	Notes	2023 £'000	2022 £'000
Net income for the reporting period (as per the statement of financial activities)		3,725	311
Adjusted for:			
Capital grants from DfE and other capital income		(2,852)	(36)
Investment income receivable	6	(21)	(1)
Defined benefit pension costs less contributions payable	19	44	236
Defined benefit pension scheme finance (income)/cost	19	(2)	35
Depreciation of tangible fixed assets		861	858
(Increase)/decrease in debtors		(2,580)	191
(Decrease)/increase in creditors		(88)	342
Net cash (used in)/provided by operating activities		(913)	1,936

### 21 Analysis of changes in net funds

	1 September 2022 £'000	Cash flows £'000	31 August 2023 £'000
Cash	5,442	1,219	6,661
Loans falling due within one year	(3)	-	(3)
Loans falling due after more than one year	(9)	3	(6)
	5,430	1,222	6,652

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 22 Long-term commitments

#### Operating leases

At 31 August 2023 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2023 £'000	2022 £'000
Amounts due within one year	10	8
Amounts due in two and five years	18	29
	<u>28</u>	<u>37</u>

### 23 Capital commitments

	2023 £'000	2022 £'000
Expenditure contracted for but not provided in the Financial Statements	4,541	-

At 31 August 2023, the Trust was committed to completing a new build project, funded by CIF grant, CIF loan and any balance will be funded from reserves when expended, with total expected costs of £5,371,220. Costs of £830,289 have been incurred as at 31/08/2023, with anticipated costs to completion of £4,540,931.

### 24 Related party transactions

Owing to the nature of the Academy Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Trustees have an interest. The following related party transactions took place in the financial period.

F Gibson and R Gibson related to L Gibson, Business Manager, are employed by the academy trust, their appointments were made in open competition. L Gibson was not involved in the decision making process regarding appointment. F Gibson and R Gibson are paid within the normal pay scale for their roles and they receive no special treatment as a result of their relationship to the Business Manager.

A Blyghton, related to R Blyghton, Headteacher, is employed by the academy trust. The appointment was made in open competition. R Blyghton was not involved in the decision making process regarding appointment. A Blyghton is paid within the normal pay scale for their role and receives no special treatment as a result of their relationship with R Blyghton.

In entering into these transactions, the Academy Trust has complied with the requirements of the ESFA's Academy Trust Handbook 2022.

### 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.

# BETHS GRAMMAR SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) *FOR THE YEAR ENDED 31 AUGUST 2023*

---

### 26 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. The opening balance for the accounting period ending 31 August 2023 was £12,189 (2022: £11,813), the trust received £58,325 (2022: £57,881) and disbursed £46,052 (2022: £57,505) from the fund. The unspent balance at 31 August 2023 was £24,462 (2022: £12,189) and is included in Other Creditors.