

Company Number: 07625308

# **RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**

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## **Annual Report and Financial Statements For The Year Ended 31 August 2025**

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**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**REFERENCE AND ADMINISTRATIVE DETAILS  
FOR THE YEAR ENDED 31 AUGUST 2025**

|                                        |                                                                                                                                                                                                                                                                                                               |
|----------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Members</b>                         | Mr I Henderson<br>Mr A Sen (Resigned 2 September 2024)<br>Mrs L Frall<br>Mrs L Remmer<br>Dr G Benford (Resigned 2 September 2024)                                                                                                                                                                             |
| <b>Trustees</b>                        | Mr I Henderson<br>Mr A Sen<br>Mrs F White (Chair of Trustees)<br>Mrs C Jones<br>Mr R Wallace<br>Miss L Morgan (Resigned 7 July 2025)<br>Mr A J Waters (Headteacher and Accounting Officer)<br>Ms Susan Hunt (Appointed 1 May 2025)<br>Patricia Cooper (Appointed 1 April 2025 and resigned 22 September 2025) |
| <b>Senior leadership team</b>          |                                                                                                                                                                                                                                                                                                               |
| - Headteacher                          | Alec Waters                                                                                                                                                                                                                                                                                                   |
| - Finance and operations manager       | Lisa Hughes                                                                                                                                                                                                                                                                                                   |
| - Deputy headteacher                   | Charlotte Pearson (Appointed 1 September 2024)                                                                                                                                                                                                                                                                |
| - Assistant headteacher                | Andrew Barnard                                                                                                                                                                                                                                                                                                |
| - Assistant headteacher                | Andrew Sargent                                                                                                                                                                                                                                                                                                |
| - Assistant headteacher                | Debbie Hay (Appointed 1 September 2024)                                                                                                                                                                                                                                                                       |
| <b>Company registered number</b>       | 07625308 (England and Wales)                                                                                                                                                                                                                                                                                  |
| <b>Company name</b>                    | Ribston Hall High School Academy Trust                                                                                                                                                                                                                                                                        |
| <b>Principal and registered office</b> | Stroud Road<br>Gloucester<br>Gloucestershire<br>GL1 5LE                                                                                                                                                                                                                                                       |
| <b>Company secretary</b>               | Lisa Hughes                                                                                                                                                                                                                                                                                                   |
| <b>Accounting Officer</b>              | Alec Waters                                                                                                                                                                                                                                                                                                   |

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**REFERENCE AND ADMINISTRATIVE DETAILS  
FOR THE YEAR ENDED 31 AUGUST 2025 (Continued)**

|                             |                                                                                                                                                                                                                                      |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Independent auditors</b> | Hazlewoods LLP<br>Staverton Court<br>Staverton<br>Cheltenham<br>Gloucestershire<br>GL51 0UX                                                                                                                                          |
| <b>Bankers</b>              | Lloyds Bank PLC<br>19 Eastgate Street<br>Gloucester<br>Gloucestershire<br>GL1 NU                                                                                                                                                     |
| <b>Solicitors</b>           | Harrison Clark Rickerbys LLP<br>c/o Harrison Clark Rickerbys Limited<br>Ellenborough House<br>Wellington Street<br>Cheltenham<br>Gloucestershire<br>GL50 1YD<br><br>Stone King LLP<br>13 Queen Square<br>Bath<br>Somerset<br>BA1 2HJ |

## **RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**

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### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025**

The Trustees present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Trust operates an Academy for students aged 11-18 which is a selective girls' school for ages 11-16, with a co-educational sixth form. The Academy is situated in the south of the city of Gloucester and attracts students from Gloucestershire as a whole. The school has a total capacity of 1,000 students and had a roll of 908 at the October 2024 census.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Constitution**

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

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

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

#### **Members' liability**

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

#### **Trustees' Indemnities**

The school has Trustees liability insurance in place (note 12 refers). There are no qualifying third party indemnity provisions to report.

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

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

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

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

#### **Organisational Structure**

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

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

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

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**TRUSTEES’ REPORT (Continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

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

**Arrangements for Setting Pay and Remuneration of Key Management Personnel**

Pay decisions are made by the Governing Body which has delegated certain responsibilities and decision making powers to the Pay Committee. The Pay Committee shall be responsible for the establishment and

review of the pay policy, subject to the approval of the Governing Body, and shall have full authority to take pay decisions on behalf of the Governing Body in accordance with this policy.

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

**Trade union facility time**

*Relevant Union Officials*

|                                                                                  |   |
|----------------------------------------------------------------------------------|---|
| Number of employees who were relevant union officials during the relevant period | 2 |
|----------------------------------------------------------------------------------|---|

|                                      |   |
|--------------------------------------|---|
| Full-time equivalent employee number | 2 |
|--------------------------------------|---|

*Percentage of time spent on facility time*

|                 |   |
|-----------------|---|
| Percentage time | % |
| 0%              | 2 |
| 1-49%           | - |
| 50-99%          | - |
| 100%            | - |

*Percentage of Pay Bill Spent on Facility Time*

|                                                         |            |
|---------------------------------------------------------|------------|
| Total cost of facility time                             | -          |
| Total pay bill                                          | £4,975,626 |
| Percentage of the total pay bill spent on facility time | -          |

*Paid Trade Union Activities*

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

**Connected Organisations, including Related Party Relationships**

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

**Objects and Aims**

Following the development of new overarching school values and future strategic vision last academic year, the school continues to strengthen its position.

Following the appointment of a new Deputy Headteacher in September 2024, the board has worked with the Headteacher and new Senior Leadership Team structure to develop and strengthen the strategic objectives for the schools.

These form the basis of our school values and 2030 Vision which were produced following stakeholder feedback during the last quarter of Academic Year ending August 2024

Our **school values** promote students who are:

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

## **RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**

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### **TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 AUGUST 2025**

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

#### **2030 Vision**

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

#### **Admissions**

In September 2024 we admitted 150 students into Year 7 and 93 students into Year 12 giving us a total Sixth Form Population of 150 and 907 students on roll in total.

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

We successfully completed a range of induction activities for students to ensure that the new students felt confident at the start of term. Our Year 7 and recently introduced Year 12 residentials were an extremely successful early opportunity for these students and other residential experience followed suit later in the year.

#### **Sixth Form development/student leadership**

This was a key focus for the school as an improvement in Sixth Form recruitment was required to secure the school's financial sustainability and ensure we could continue to offer our broad curriculum. With another strong year of recruitment to the Sixth Form we have been able to enhance the common room space with a café that is reserved for our older students.

Our Academic Excellence Programme continues to develop, now having a dedicated tutor group for students following the pathway.

The development priorities for the Sixth Form were:

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

- Continue to develop and increase completion of the Ribston Baccalaureate that students complete alongside their A Level studies including personal development opportunities and project.
- Embed the Academic Excellence Pathway – a tailored, invite only programme dedicated to raising aspirations for students applying to Oxbridge and the most competitive Russell Group universities
- Development of curriculum and pedagogy to challenge the most able

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

- Continue to develop an enrichment programme for our Wednesday afternoon timetable slot that provides a range of activities and experiences for students
- Promote and increase uptake for the range of clubs and societies specifically open to senior students
- Introduce a Sixth Form Fundraising Week

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

- Develop Student Leadership Roles including involvement with Staff and Trustee Leadership Meetings
- Use of subject mentors to build academic confidence

#### **Nurture a strong culture of academic focus and community cohesion**

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

## **RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**

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### **TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 AUGUST 2025**

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

#### **Premises & Facilities**

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

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

#### **Technology**

The school continues to invest in the development of its use of technology. This includes the development and use of cloud-based infrastructure to enhance and bring efficiencies to the systems used in school. We continuously review the data stored in our MIS and the way that we use this to analyse trends and inform school development.

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

#### **Teaching & Learning**

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

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

#### **Curriculum**

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

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

#### **Staff personalised professional development**

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

#### **Pastoral Care & Wellbeing**

Our wellbeing and pastoral care provision continues to improve with the use of the Workzone for students with SEN. This is staffed by our Assistant SENCO and a Teaching Assistant and enables an area where they can carry out targeted interventions for students. Our wellbeing hub continues to focus on a 'triage' system to focus on supporting students accessing or moving back to lessons. We have also created the role of Pastoral



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### **TRUSTEES' REPORT (Continued) FOR THE YEAR ENDED 31 AUGUST 2025**

Interventions Mentor who has a caseload of students they support in short term blocks. This is designed to bridge the gap and support students who sit on waiting lists for Children's mental health services.

#### **Pupil Premium**

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

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

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

#### **Widening Access**

We continue to work with local primary schools to raise aspirations for local students. This includes experiences in our state-of-the-art science block carrying out practical science experiments, experiences in computing and performance to name a few. This year we have also introduced an MFL day in order to broaden the offer to a two year cycle.

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

#### **Public Benefit**

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

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

### **STRATEGIC REPORT**

#### **Achievements and Performance**

This year has focused on embedding the strategic direction and vision into the second year, supporting the evaluation of our current strategic position and monitoring the urgent work to improve our Sixth Form recruitment and retention.

This work has resulted in another strong year of recruitment into Year 12 with a positive increase in retention of our own Year 11 students into the Sixth Form

#### **Key Performance Indicators (Educational performance)**

The tables below show the results in the last three years.

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

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**TRUSTEES' REPORT (Continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

| <b>GCSE Results</b>                | <b>2023</b> | <b>2024</b> | <b>2025</b> |
|------------------------------------|-------------|-------------|-------------|
| Number of candidates               | 121         | 151         | 148         |
| % Grade 9                          | 7.57%       | 9.27%       | 14.20%      |
| % Grade 9-8                        | 21.48%      | 26.52%      | 33.28%      |
| A*/A% 9-7                          | 40.68%      | 48.18%      | 55.49%      |
| % students 5 A*-C i/c E and M (5+) | 89.26%      | 85.43%      | 89.86%      |

| <b>A Level Results</b>           | <b>2023</b>  | <b>2024</b>  | <b>2025</b>  |
|----------------------------------|--------------|--------------|--------------|
| Number of Candidates             | 91           | 61           | 54           |
| % A*                             | 5.94%        | 4.65%        | 8.46%        |
| % A* - A                         | 23.79%       | 16.28%       | 30.16%       |
| % A* - B                         | 53.53%       | 38.37%       | 50.26%       |
| % A* - C                         | 76.95%       | 70.93%       | 77.78%       |
| % A* - E                         | 98.14%       | 98.48%       | 97.88%       |
| Average Points Per Entry A Level | 35.19        | 32.08        | 34.84        |
| As a grade                       | B-           | C+           | C+           |
| <b>L3VA A Level</b>              | <b>-0.72</b> | <b>-0.71</b> | <b>+0.15</b> |

**Going Concern**

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

**Financial Review**

An in-year deficit was achieved in 24-25 as inflationary pressures eased during the latter half of the year with energy bills falling below those budgeted for. Staffing costs were less than budget due to recruitment issues at the beginning of the year resulting in higher than anticipated costs for long term supply teachers.

Inflationary pay and pension pressures were eased in part with the introduction of the Core Schools Budget Grant together with the pay grant for teachers and an increase in the teachers' pension grant, supporting wider cost pressures.

A grant donation of £65,000 from Gloucester United Schools supported further investment in ICT resources across the school site including the upgrading of desktop and laptop resources as well as new classroom furniture and PE equipment.

The majority of the School's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2025 and the associated expenditure are shown as Restricted General Funds in the Statement of Financial Activities.

At 31 August 2025 the net book value of fixed assets was £11,858,174 (2024: £12,263,274) and movements in tangible fixed assets are shown in note 11 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students at the School.

The accounts present a carry forward on the Restricted General Fund of £383,083 (2024: £386,137).

Teaching staff costs as a percentage of the general annual grant for the period is 81%, a significant proportion of the grant as expected (2024: 75%).

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**TRUSTEES' REPORT (Continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

The Restricted Fixed Asset Fund carried forward is £11,873,752 (2024: £12,269,858). This does not represent cash reserves available to spend. The bulk of this fund represents the assets donated on conversion including the freehold land and buildings. This fund will be depleted annually by the depreciation charge.

**Investment Policy**

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

During 2024-2025 Trustees continued to secure good returns on deposits invested in a 95 day deposit account with Lloyds Bank to maximise returns on cash surpluses. Short term deposits were also placed with Lloyds Bank in an Instant Access account via inter account transfers operated by the Finance and Operations Manager online.

**Principal Risks and Uncertainties**

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

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

The school's non-teaching staff are entitled to membership of the Local Government Pension Scheme and under Accounting Standard FRS102, it is necessary to charge projected deficits on the Local Government Pension Scheme that is provided to support staff, to the restricted fund. The School's share of the scheme's assets is currently assessed to be equal to its' liabilities in the scheme and consequently the balance sheet shows a net liability of £NIL (2024: £NIL). The employer contributions have been assessed and remain consistent with previous years.

**Fundraising**

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

Parents are also invited to make regular donations to school funds to support school projects.

The school also receives an annual grant from Gloucester United Schools Fund and this year £65,000 has used to provide replacement classroom furniture, an upgrade of ICT equipment, a treadmill for the fitness studio and video equipment to record and analyse sporting activities, primarily for those accessing GCSE and A level PE.

**Plans for Future Periods**

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

The Senior Leadership Team continues to work closely with the DfE School's Rebuilding Programme team to redevelop the school site.

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

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**TRUSTEES' REPORT (Continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

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

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

**Auditors**

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 8 December 2025 and signed on its behalf by:



**Mrs C Jones  
Trustee**

# **RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**

## **GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2025**

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

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

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

### **Governance**

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

| <b>Trustee</b>                                 | <b>Meetings<br/>Attended</b> | <b>Out of a<br/>Possible</b> |
|------------------------------------------------|------------------------------|------------------------------|
| Alec Waters (Headteacher & Accounting Officer) | 6                            | 6                            |
| Fay White (Chair)                              | 5                            | 6                            |
| Anindya Sen                                    | 4                            | 6                            |
| Ian Henderson                                  | 5                            | 6                            |
| Clare Jones                                    | 6                            | 6                            |
| Richard Wallace                                | 6                            | 6                            |
| Louise Morgan                                  | 2                            | 6                            |
| Susan Hunt                                     | 2                            | 2                            |
| Patricia Cooper                                | 0                            | 2                            |

Meetings were as scheduled. The committee quorum was three.

During the financial year 2024/25, the Board of Trustees continued to receive detailed reports from the Finance and Operations Manager providing greater clarity and transparency on both the financial situation, premises, health and safety and all operational matters pertaining to the academy.

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

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

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

### **Governance Reviews**

The Trustees review the performance of the board annually.

This activity includes:

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

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**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025**

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

Continue the process of recruiting new Trustees. A new clerk has been appointed and is currently prioritizing the recruitment of new Trustees.

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

**Conflicts of Interest**

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

**Finance Committee**

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

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

**Finance Meetings Attended:**

| Trustee                                        | Meetings<br>Attended | Out of a<br>Possible |
|------------------------------------------------|----------------------|----------------------|
| Alec Waters (Headteacher & Accounting Officer) | 4                    | 4                    |
| Anindya Sen                                    | 3                    | 4                    |
| Ian Henderson                                  | 4                    | 4                    |
| Richard Wallace                                | 4                    | 4                    |
| Louise Morgan                                  | 4                    | 4                    |

**Audit and Risk Meetings Attended:**

| Trustee         | Meetings<br>Attended | Out of a<br>Possible |
|-----------------|----------------------|----------------------|
| Anindya Sen     | 3                    | 4                    |
| Ian Henderson   | 4                    | 4                    |
| Richard Wallace | 4                    | 4                    |
| Louise Morgan   | 4                    | 4                    |

**Review of Value for Money**

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

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

## **RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (A COMPANY LIMITED BY GUARANTEE)**

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### **GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025**

- Reviewing the structure of teaching and learning responsibilities to deliver the strategic aspirations of the school, including the appointment of two new staff members to the Senior Leadership Team
- Embedding the strategic intent through clear visualisation and staff, student and parent communications
- Effective use of data to ensure resources are distributed appropriately
- Reviewing and updating policies to ensure accountability across all areas of school life
- Developing effective marketing strategies to increase sixth form retention and showcase school achievements
- Developing financial payment systems for parents and eliminating associated license fees
- Developing/Implementing the school vision for 2030
- Review of cash balances to secure funds and maximise returns on surplus funds
- Review of income generation and fundraising activities to broaden income streams
- Review of catering provision in school and subsequent outsourcing
- Review of cleaning provision in school and subsequent outsourcing
- Re-tendering of audit services
- Re-tendering of school uniform provider
- Re-tendering of photocopying contract

#### **The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Ribston Hall High School Academy Trust for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and accounts.

#### **The Capacity to Handle Risk**

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Board of Trustees.

#### **The Risk and Control Framework**

The Academy Trust's system of internal 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, three year plan and monthly management accounts which are reviewed and agreed by the Board of Trustees;
- Regular reviews by the finance and audit committees 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.

The Board of Trustees commissioned 1st Pillar Limited to carry out three internal audits throughout the year; this included a workshop on risk management for Senior Leadership and the Trustees.

The Internal Auditor's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems as well as advice and training to the Board of Trustees on Risk Management.

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025**

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

- Financial controls
- Risk Management
- Health and Safety
- Safeguarding

The Internal Scrutiny Executive Summary judged as good, was considered by the Academy's Audit (Finance) Committee in the final meeting of the year.

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

**Review of Effectiveness**

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

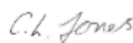
- The work of the internal and external auditors;
- The financial management and governance self-assessment process or the school resource management self-assessment tool;
- The work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework;
- Regular reports and discussion with the Finance and Operations Manager;
- Discussion at Finance and Audit committee meetings;

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

Approved by order of the Board of Trustees on 8 December 2025 and signed on its' behalf by:



**Mr Alec Waters**  
Headteacher & Accounting Officer



**Mrs C Jones**  
Trustee



**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

As Accounting Officer of Ribston Hall High School Academy Trust I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the trust's funding agreement with DfE, and the requirements of the Academy Trust Handbook, including responsibilities for estates safety and management. I have also considered my responsibility to notify the academy trust board of trustees and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management.

I confirm that I and the Academy Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the framework of authorities.

I confirm that no instances of material irregularity, impropriety or 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 DfE.



**Mr Alec Waters  
Accounting Officer**

**Date:** 10/12/2025

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Department for Education, 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 2024 to 2025
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The 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 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 8 December 2025 and signed on its behalf by:



**Mrs C Jones**  
Trustee

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**

**Opinion**

We have audited the financial statements of Ribston Hall High School Academy Trust for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*, the Charities SORP (FRS102) and the Academies Accounts Direction 2024 to 2025.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy trust's affairs as at 31 August 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP (FRS102) and the Academies Accounts Direction 2024 to 2025.

**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 trustees are responsible for the other information. The other information comprises the information included in the Reference and Administrative details, Trustees' Report and the Governance Statement, other than the financial statements and our auditor's report thereon. 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.

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (Continued)**

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the Academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' 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 directors' 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 trustees' responsibilities statement, the trustees (who are also the directors of the Academy trust for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the 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 Academy trust or to cease operations, or have no realistic alternative but to do so.

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF RIBSTON HALL HIGH SCHOOL ACADEMY TRUST (Continued)**

**Auditor's responsibilities for the audit of the financial statements**

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

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

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the operations of the company. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006 and taxation laws;
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included challenging assumptions and judgments made by management in its significant accounting estimates and identifying and testing journal entries, in particular any journal entries posted with unusual characteristics.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

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

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF RIBSTON HALL  
HIGH SCHOOL ACADEMY TRUST (Continued)**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Use of our report**

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

*Scott Lawrence*  
.....

**Scott Lawrence FCA DChA (Senior Statutory Auditor)**

11/12/2025  
.....

**Date**

**For and on behalf of Hazlewoods LLP, Statutory Auditor**

**Staverton Court  
Staverton  
Cheltenham  
GL51 0UX**

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

In accordance with the terms of our engagement letter dated 24<sup>th</sup> July 2025 and further to the requirements of the Department for Education (DfE), as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Ribston Hall High School Academy Trust during the period 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

This report is made solely to Ribston Hall High School Academy Trust and the Secretary of State for Education in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Ribston Hall High School Academy Trust and the Secretary of State for Education 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 Coketown Academy Trust and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of Ribston Hall High School Academy Trust's funding agreement with the Secretary of State for Education and the Academy Trust Handbook 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 extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts. 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 2024 to 31 August 2025 have not been applied for the 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 Accountants of Academy Trusts issued by DfE, which requires a limited assurance engagement as set out 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.

In this regard, we have carried out the following:

- specific testing of a sample of items of income and expenditure to ensure appropriately applied for the purposes intended;
- specific testing of a sample of system controls relevant to the above items;
- a general review of relevant correspondence with the ESFA regarding Academy governance matters during the period since conversion; and
- a general review and discussion of the Academy's internal processes for establishing and maintaining systems of control and documentation regarding these matters.

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**INDEPENDENT REPORTING ACCOUNTANT’S ASSURANCE REPORT ON REGULARITY TO RIBSON HALL HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (Continued)**

**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 2024 to 31 August 2025 has not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

*Scott Lawrence*  
.....  
**Scott Lawrence FCA DChA (Reporting Accountant)**

11/12/2025  
.....  
**Date**

**For and on behalf of Hazlewoods LLP, Statutory Auditor**

**Staverton Court  
Staverton  
Cheltenham  
GL51 0UX**



**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**
**STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

|                                                             | Note         | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Restricted<br>Fixed<br>Asset<br>Funds<br>£ | Total<br>2025<br>£ | Total<br>2024<br>£ |
|-------------------------------------------------------------|--------------|----------------------------|--------------------------|--------------------------------------------|--------------------|--------------------|
| <b>INCOME AND ENDOWMENTS FROM:</b>                          |              |                            |                          |                                            |                    |                    |
| Donations and capital grants                                | 2            | 3,539                      | 18,580                   | 83,489                                     | 105,608            | 68,513             |
| Charitable activities:                                      | 3            |                            |                          |                                            |                    |                    |
| Funding for educational ops                                 | 4            | 204,463                    | 5,994,185                | -                                          | 6,198,648          | 5,999,699          |
| Other trading activities                                    | 5            | 94,983                     | -                        | -                                          | 94,983             | 81,228             |
| <b>TOTAL</b>                                                |              | <b>302,984</b>             | <b>6,012,765</b>         | <b>83,489</b>                              | <b>6,399,239</b>   | <b>6,149,440</b>   |
| <b>EXPENDITURE ON:</b>                                      |              |                            |                          |                                            |                    |                    |
| Charitable activities:                                      | 6,7          |                            |                          |                                            |                    |                    |
| Educational operations                                      |              | 214,537                    | 5,936,058                | 482,260                                    | 6,632,855          | 6,334,442          |
| <b>NET INCOME/<br/>(EXPENDITURE)</b>                        |              | <b>88,447</b>              | <b>76,707</b>            | <b>(398,771)</b>                           | <b>(233,616)</b>   | <b>(184,982)</b>   |
| Transfers between funds                                     | 17           | (2,904)                    | 239                      | 2,665                                      | -                  | -                  |
| <b>OTHER RECOGNISED GAINS/ (LOSSES)</b>                     |              |                            |                          |                                            |                    |                    |
| Actuarial gains/(losses) on defined benefit pension schemes | 24           | -                          | (80,000)                 | -                                          | (80,000)           | (56,000)           |
| <b>NET MOVEMENT IN FUNDS</b>                                |              | <b>85,543</b>              | <b>(3,054)</b>           | <b>(396,106)</b>                           | <b>(313,616)</b>   | <b>(240,982)</b>   |
| <b>RECONCILIATION OF FUNDS</b>                              |              |                            |                          |                                            |                    |                    |
| Total funds brought forward                                 | 17,18        | 200,378                    | 386,137                  | 12,269,858                                 | 12,856,373         | 13,097,355         |
| <b>TOTAL FUNDS CARRIED FORWARD AT 31 AUGUST 2025</b>        | <b>17,18</b> | <b>285,921</b>             | <b>383,083</b>           | <b>11,873,752</b>                          | <b>12,542,757</b>  | <b>12,856,373</b>  |

All of the Academy's activities derive from continuing operations during the above two financial periods.  
No separate statement of total recognised gains and losses has been presented as all such gains and losses are dealt with in the statement of financial activities above.

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

|                                                             | Note  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Restricted<br>Fixed<br>Asset<br>Funds<br>£ | Total<br>2024<br>£ |
|-------------------------------------------------------------|-------|----------------------------|--------------------------|--------------------------------------------|--------------------|
| <b>INCOME AND ENDOWMENTS FROM:</b>                          |       |                            |                          |                                            |                    |
| Donations and capital grants                                | 2     | 5,983                      | 14,154                   | 48,376                                     | 68,513             |
| Charitable activities:                                      | 3     |                            |                          |                                            |                    |
| Funding for educational ops                                 | 4     | 249,679                    | 5,750,020                | -                                          | 5,999,699          |
| Other trading activities                                    | 5     | 81,228                     | -                        | -                                          | 81,228             |
| <b>TOTAL</b>                                                |       | <b>336,890</b>             | <b>5,764,174</b>         | <b>48,376</b>                              | <b>6,149,440</b>   |
| <b>EXPENDITURE ON:</b>                                      |       |                            |                          |                                            |                    |
| <b>Charitable activities:</b>                               | 6,7   | 253,913                    | 5,537,199                | 543,310                                    | 6,334,422          |
| Educational operations                                      |       |                            |                          |                                            |                    |
| <b>NET INCOME/ (EXPENDITURE)</b>                            |       | <b>82,977</b>              | <b>226,975</b>           | <b>(494,934)</b>                           | <b>(184,982)</b>   |
| <b>Transfers between funds</b>                              | 17    | -                          | (21,105)                 | 21,105                                     | -                  |
| <b>OTHER RECOGNISED GAINS/ (LOSSES)</b>                     |       |                            |                          |                                            |                    |
| Actuarial gains/(losses) on defined benefit pension schemes | 24    | -                          | (56,000)                 | -                                          | (56,000)           |
| <b>NET MOVEMENT IN FUNDS</b>                                |       | <b>82,977</b>              | <b>149,870</b>           | <b>(473,829)</b>                           | <b>(240,982)</b>   |
| <b>RECONCILIATION OF FUNDS</b>                              |       |                            |                          |                                            |                    |
| Total funds brought forward                                 | 17,18 | 117,401                    | 236,267                  | 12,743,687                                 | 13,097,355         |
| <b>TOTAL FUNDS CARRIED FORWARD AT 31 AUGUST 2024</b>        | 17,18 | <b>200,378</b>             | <b>386,137</b>           | <b>12,269,858</b>                          | <b>12,856,373</b>  |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**
**BALANCE SHEET  
AS AT 31 AUGUST 2025**

|                                                | Notes | 2025<br>£         | 2024<br>£         |
|------------------------------------------------|-------|-------------------|-------------------|
| <b>FIXED ASSETS</b>                            |       |                   |                   |
| Tangible assets                                | 12    | 11,858,174        | 12,263,274        |
| <b>CURRENT ASSETS</b>                          |       |                   |                   |
| Debtors                                        | 14    | 266,869           | 143,078           |
| Cash at bank and in hand                       |       | 959,534           | 873,731           |
|                                                |       | <u>1,226,403</u>  | <u>1,016,809</u>  |
| <b>CURRENT LIABILITIES</b>                     |       |                   |                   |
| Creditors: Amounts falling due within one year | 15    | (541,820)         | (423,710)         |
| <b>NET CURRENT ASSETS</b>                      |       | <u>684,583</u>    | <u>593,099</u>    |
| <b>NET ASSETS EXCLUDING PENSION ASSET</b>      |       | <u>12,542,757</u> | <u>12,856,373</u> |
| Defined benefit pension scheme asset           | 24    | -                 | -                 |
| <b>TOTAL NET ASSETS</b>                        |       | <u>12,542,757</u> | <u>12,856,373</u> |
| <b>FUNDS OF THE ACADEMY TRUST:</b>             |       |                   |                   |
| <b>Restricted funds:</b>                       |       |                   |                   |
| Fixed asset fund                               | 17    | 11,873,752        | 12,269,858        |
| Restricted income fund                         | 17    | 383,083           | 386,137           |
| <b>Total restricted funds</b>                  | 17    | 12,256,835        | 12,655,995        |
| <b>Unrestricted income funds</b>               | 17    | 285,922           | 200,378           |
| <b>TOTAL FUNDS</b>                             |       | <u>12,542,757</u> | <u>12,856,373</u> |

The financial statements on pages 27 to 45 were approved by the Trustees, and authorised for issue on 8 December 2025 and are signed on their behalf by:



.....  
Mrs C Jones

**Registered Number: 07625308 (England and Wales)**

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**
**CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2025**

|                                                                          | Notes | 2025<br>£      | 2024<br>1£      |
|--------------------------------------------------------------------------|-------|----------------|-----------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>                              |       |                |                 |
| Net cash provided by operating activities                                | 19    | 82,139         | 150,667         |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>                              | 20    |                |                 |
| Capital grants for DfE Group                                             |       | 23,156         | 19,626          |
| Capital funding received from Sponsors and others                        | 21    | 60,333         | 28,750          |
| Purchase of tangible fixed assets                                        |       | (77,160)       | (110,712)       |
| <b>NET CASH USED IN INVESTING ACTIVITIES</b>                             |       | <u>6,329</u>   | <u>(62,336)</u> |
| <b>CASH FLOWS FROM FINANCING ACTIVITIES</b>                              |       |                |                 |
| Repayment of long term CIF loan                                          |       | (2,665)        | (5,330)         |
| <b>NET CASH USED IN FINANCING ACTIVITIES</b>                             |       | <u>(2,665)</u> | <u>(5,330)</u>  |
| <b>NET INCREASE IN CASH AND CASH EQUIVALENTS IN THE REPORTING PERIOD</b> |       | 85,803         | 83,001          |
| Cash and cash equivalents at beginning of the year                       |       | 873,731        | 790,730         |
| <b>CASH AND CASH EQUIVALENTS AT 31 AUGUST 2025</b>                       | 22    | <u>959,534</u> | <u>873,731</u>  |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**1 Statement of 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.

**Basis of Preparation**

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP (FRS 102)), the Academies Accounts Direction 2024 to 2025 issued by the DfE, the Charities Act 2011 and the Companies Act 2006. Chosen Hill School meets the definition of a public benefit entity under FRS 102.

**Going Concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval 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.

**Income**

All incoming resources are recognised when the Academy has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

- **Grants**

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

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

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

- **Sponsorship income**

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of Financial Activities in the year in which it is receivable, (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

- **Donations**

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

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

**1 Statement of Accounting Policies (Continued)**

- **Other income**

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the goods have been provided or on completion of the service.

**Expenditure**

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

- **Expenditure on raising funds**

This includes all expenditure incurred by the School 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's educational operations, including support costs and costs relating to the governance of the Academy apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

**Taxation**

The Academy 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 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.

**Tangible Fixed Assets**

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

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

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset over its expected useful lives, as follows:

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

**1 Statement of Accounting Policies (Continued)**

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of these assets, less their estimated residual value, over their expected useful lives on the following basis:

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

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.

**Stocks**

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

**Debtors**

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

**Cash at bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account and cash on deposit that has a notice period of less than 30 days.

**Liabilities and Provisions**

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

**Operating Leases**

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

**Pensions**

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. 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 recognised in the period to which they relate.

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

**1 Statement of Accounting Policies (Continued)**

The LGPS is a funded scheme and the assets are held separately from those of the Academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest.

Actuarial gains and losses are recognised immediately in other recognised gains and losses. The Academy is a member of a multi-employer plan. Where it is not possible for the Academy to obtain sufficient information to enable it to account for the plan as a defined benefit plan, it accounts for the plan as a defined contribution plan.

**Agency Arrangements**

The Academy acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy does not have control over the charitable application of the funds. The Academy can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at period end are disclosed in note 17.

**Fund Accounting**

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education and Skills Funding Agency/DfE where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received and include grants from the Education and Skills Funding Agency and Department for Education Group.

**Critical accounting estimates and areas of judgement**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the 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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability.

As per the actuary's schedule of results for the Local Government Pension Scheme, the total market value of assets exceeds the present value of the scheme liabilities. The actuary's schedule of results valued the pension scheme in an asset position at the year end, however as this asset is unlikely to be realised, it has been reduced to Nil by an asset ceiling adjustment. Significant judgement was used to restrict the surplus using an asset ceiling adjustment as the entity will not be able to recover this surplus in the future.



**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**
**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. 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:**

The Academy obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

**2 Donations and Capital Grants**

|                   | <b>Unrestricted<br/>Funds</b> | <b>Restricted<br/>Funds</b> | <b>Total<br/>2025</b> | <b>Total<br/>2024</b> |
|-------------------|-------------------------------|-----------------------------|-----------------------|-----------------------|
|                   | <b>£</b>                      | <b>£</b>                    | <b>£</b>              | <b>£</b>              |
| Capital grants    | -                             | 83,489                      | 83,489                | 19,626                |
| Donations         | 3,539                         | 18,850                      | 22,119                | 48,887                |
| <b>Total 2025</b> | <b>3,539</b>                  | <b>102,069</b>              | <b>105,608</b>        | <b>68,513</b>         |

**3 Funding for the Academy's Education**

|                                                 | <b>Unrestricted<br/>Funds</b> | <b>Restricted<br/>Funds</b> | <b>Total<br/>2025</b> | <b>Total<br/>2024</b> |
|-------------------------------------------------|-------------------------------|-----------------------------|-----------------------|-----------------------|
|                                                 | <b>£</b>                      | <b>£</b>                    | <b>£</b>              | <b>£</b>              |
| <b>DfE/ESFA grants:</b>                         |                               |                             |                       |                       |
| General Annual Grant (GAG)                      | -                             | 5,153,698                   | 5,153,698             | 4,967,140             |
| Other DfE/ESFA grants                           |                               |                             |                       |                       |
| - Pupil premium                                 | -                             | 73,845                      | 73,845                | 68,743                |
| - Supplementary grant                           | -                             | -                           | -                     | 144,483               |
| - Teachers pension grants                       | -                             | 130,613                     | 130,613               | 75,978                |
| - Teachers pay grants                           | -                             | 76,034                      | 76,034                | 74,544                |
| - Others                                        | -                             | 248,931                     | 248,931               | 28,119                |
|                                                 |                               | <b>5,683,121</b>            | <b>5,683,121</b>      | <b>5,359,007</b>      |
| <b>OTHER GOVERNMENT FUNDING:</b>                |                               |                             |                       |                       |
| Local authority grants                          | -                             | 22,987                      | 22,987                | 14,475                |
| <b>COVID-19 ADDITIONAL FUNDING DFE/ ESFA</b>    |                               |                             |                       |                       |
| Recovery premium                                | -                             | -                           | -                     | 15,939                |
| <b>Other Incoming resources</b>                 | <b>204,463</b>                | <b>7,614</b>                | <b>212,077</b>        | <b>279,521</b>        |
| <b>Total funding for educational operations</b> | <b>204,463</b>                | <b>5,713,723</b>            | <b>5,918,185</b>      | <b>5,668,942</b>      |
| <b>School funds</b>                             | <b>-</b>                      | <b>280,462</b>              | <b>280,462</b>        | <b>330,757</b>        |
| <b>TOTAL FUNDING</b>                            | <b>204,463</b>                | <b>5,994,185</b>            | <b>6,198,468</b>      | <b>5,999,699</b>      |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**4 Other Trading Activities**

|                    | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Funds<br/>£</b> | <b>Total<br/>2025<br/>£</b> | <b>Total<br/>2024<br/>£</b> |
|--------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------|
| Hire of facilities | 54,872                              | -                                 | 54,872                      | 51,355                      |
| Other Income       | 40,111                              | -                                 | 40,111                      | 29,873                      |
| <b>Total 2025</b>  | <b>94,983</b>                       | <b>-</b>                          | <b>94,983</b>               | <b>81,228</b>               |

**5 Expenditure**

|                         | <b>Staff Costs<br/>£</b> | <b>Premises<br/>£</b> | <b>Other Cost<br/>£</b> | <b>Total<br/>2025<br/>£</b> | <b>Total<br/>2024<br/>£</b> |
|-------------------------|--------------------------|-----------------------|-------------------------|-----------------------------|-----------------------------|
| <b>EDUCATION:</b>       |                          |                       |                         |                             |                             |
| Direct costs            | 4,233,144                | -                     | 522,255                 | 4,755,399                   | 4,247,746                   |
| Allocated support costs | 770,765                  | 835,344               | 271,347                 | 1,877,456                   | 2,086,676                   |
| <b>Total 2025</b>       | <b>5,003,909</b>         | <b>835,344</b>        | <b>793,602</b>          | <b>6,632,855</b>            | <b>6,334,422</b>            |

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

|                                                   | <b>Total<br/>2025<br/>£</b> | <b>Total<br/>2024<br/>£</b> |
|---------------------------------------------------|-----------------------------|-----------------------------|
| Operating lease rentals                           | 17,916                      | 11,913                      |
| Depreciation of tangible fixed assets             | 482,260                     | 543,310                     |
| Fees payable to auditor for:                      |                             |                             |
| - Audit                                           | 16,026                      | 16,041                      |
| - Assurance services other than audit             | 1,500                       | 3,316                       |
| - other services                                  | 1,500                       | 1,640                       |
| Net interest on defined benefit pension liability | (25,000)                    | (9,000)                     |

**6 Charitable activities**

|                        | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Funds<br/>£</b> | <b>Restricted<br/>Fixed Asset<br/>Funds<br/>£</b> | <b>Total<br/>2025<br/>£</b> | <b>Total<br/>2024<br/>£</b> |
|------------------------|-------------------------------------|-----------------------------------|---------------------------------------------------|-----------------------------|-----------------------------|
| <b>Direct costs</b>    |                                     |                                   |                                                   |                             |                             |
| Educational operations | 14,329                              | 4,741,070                         | -                                                 | 4,755,399                   | 4,247,746                   |
| <b>Support costs</b>   |                                     |                                   |                                                   |                             |                             |
| Educational operations | 200,208                             | 1,194,988                         | 482,260                                           | 1,877,457                   | 2,086,676                   |
|                        | <b>214,537</b>                      | <b>5,936,058</b>                  | <b>482,260</b>                                    | <b>6,632,856</b>            | <b>6,334,422</b>            |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

**6 Charitable activities (Continued)**

|                                  | <b>Total<br/>2025<br/>£</b> | Total<br>2024<br>£ |
|----------------------------------|-----------------------------|--------------------|
| <b>Analysis of support costs</b> |                             |                    |
| Support staff costs              | 770,765                     | 807,511            |
| Depreciation                     | 482,260                     | 543,310            |
| Technology costs                 | 35,094                      | 128,297            |
| Premises costs                   | 353,084                     | 304,238            |
| Legal costs                      | 30,958                      | 20,846             |
| Other support costs              | 191,229                     | 244,906            |
| Governance costs                 | 20                          | 37,568             |
| Other supplies & services        | 14,046                      | -                  |
|                                  | <u>1,877,456</u>            | <u>2,086,676</u>   |

**7 Staff**

| <b>STAFF COSTS AND EMPLOYEE BENEFITS</b>   | <b>2025<br/>£</b> | 2024<br>£        |
|--------------------------------------------|-------------------|------------------|
| Wages and salaries                         | 3,550,712         | 3,353,105        |
| Social security costs                      | 387,337           | 304,453          |
| Pension costs                              | <u>890,457</u>    | <u>784,336</u>   |
| Staff costs - employees                    | 4,828,506         | 4,441,894        |
| Agency staff costs                         | 145,120           | 89,843           |
| Staff restructuring costs                  | 2,000             | 4,885            |
| Total staff expenditure                    | <u>4,975,626</u>  | <u>4,536,622</u> |
| <b>Staff restructuring costs comprise:</b> |                   |                  |
| Severance payments                         | <u>2,000</u>      | <u>4,885</u>     |

**b. STAFF NUMBERS**

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

|                            | <b>2025<br/>No.</b> | 2024<br>No. |
|----------------------------|---------------------|-------------|
| Teachers                   | 60                  | 51          |
| Administration and support | 61                  | 66          |
| Management                 | <u>7</u>            | <u>4</u>    |
|                            | <u>128</u>          | <u>121</u>  |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**
**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**
**7 Staff (Continued)**

| <b>c. HIGHER PAID STAFF</b>     | <b>2025<br/>No.</b> | <b>2024<br/>No.</b> |
|---------------------------------|---------------------|---------------------|
| In the band £60,001 - £70,000   | 3                   | 1                   |
| In the band £70,001 - £80,000   | 4                   | 2                   |
| In the band £90,001 - £100,000  | -                   | 1                   |
| In the band £100,001 - £110,000 | 1                   | -                   |
|                                 | <u>8</u>            | <u>4</u>            |

**d. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Academy comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £679,339 .

As staff Trustees are not remunerated in respect of their role as a Trustee, where staff Trustees do not form part of the Key Management Personnel other than in their role as Trustees, their remuneration as set out in note 8 has not been included in the total benefits received by Key Management Personnel above.

**8 Trustees' Remuneration and Expenses**

One or more trustees has been paid remuneration or has received other benefits from employment with the academy trust. The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

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

Mr Alec Waters (Headteacher):

remuneration £100,001 - £110,000 (2024: £90,000 - £95,000)  
employers pension contributions £25,000 - £30,000 (2024: £20,000 - £25,000).

Mrs Patricia Cooper (Trustee and Invigilator):

remuneration £0 - £5,000 (2024: £nil)  
employers pension contributions £nil (2024: £nil)

During the year, no Trustees received any benefits in kind (2024: £Nil).

During the year ended 31 August 2025, no Trustee expenses have been incurred (2024 - £Nil).

**9 Trustees' and Officers' Insurance**

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

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**
**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**
**10 Tangible Fixed Assets**

|                        | Freehold<br>Property<br>£ | Plant and<br>equipment<br>£ | Computer<br>equipment<br>£ | Furniture &<br>Equipment<br>£ | Total<br>£        |
|------------------------|---------------------------|-----------------------------|----------------------------|-------------------------------|-------------------|
| <b>Cost</b>            |                           |                             |                            |                               |                   |
| At 1 September 2024    | 15,308,116                | 2,687,087                   | 521,352                    | 314,218                       | 18,830,773        |
| Additions              | -                         | 17,915                      | 59,245                     | -                             | 77,160            |
| At 31 August 2025      | <u>15,308,116</u>         | <u>2,705,002</u>            | <u>580,597</u>             | <u>314,218</u>                | <u>18,907,933</u> |
| <b>Depreciation</b>    |                           |                             |                            |                               |                   |
| At 1 September 2024    | 3,654,247                 | 2,236,057                   | 426,452                    | 250,743                       | 6,567,499         |
| Charged in year        | 307,354                   | 122,652                     | 39,193                     | 13,061                        | 482,260           |
| At 31 August 2025      | <u>3,961,601</u>          | <u>2,358,709</u>            | <u>465,645</u>             | <u>263,804</u>                | <u>7,049,759</u>  |
| <b>Net book values</b> |                           |                             |                            |                               |                   |
| At 31 August 2025      | <u>11,346,515</u>         | <u>346,293</u>              | <u>114,952</u>             | <u>50,414</u>                 | <u>11,858,174</u> |
| At 31 August 2024      | <u>11,653,869</u>         | <u>451,030</u>              | <u>94,900</u>              | <u>63,475</u>                 | <u>12,263,274</u> |

**11 Debtors**

|                                | 2025<br>£      | 2024<br>£      |
|--------------------------------|----------------|----------------|
| Trade debtors                  | 1,600          | 5,435          |
| VAT recoverable                | 23,453         | 27,660         |
| Other debtors                  | 5,760          | 673            |
| Prepayments and accrued income | 236,056        | 109,310        |
|                                | <u>266,869</u> | <u>143,078</u> |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

**12 Creditors: amounts falling due within one year**

|                                    | <b>2025</b>    | 2024           |
|------------------------------------|----------------|----------------|
|                                    | <b>£</b>       | <b>£</b>       |
| Government loans                   | 761            | 3,426          |
| Trade creditors                    | 198,550        | 120,322        |
| Other taxation and social security | 97,939         | 71,550         |
| Other creditors                    | 107,002        | 93,818         |
| Accruals and deferred income       | 137,568        | 134,594        |
|                                    | <u>541,820</u> | <u>423,710</u> |

**13 Deferred income**

|                                     | <b>2025</b>   | 2024          |
|-------------------------------------|---------------|---------------|
|                                     | <b>£</b>      | <b>£</b>      |
| Deferred income is included within: |               |               |
| Creditors due within one year       | <u>90,846</u> | <u>47,037</u> |
| Deferred income at 1 September 2024 | 47,037        | 106,110       |
| Released from previous years        | (29,237)      | (106,110)     |
| Resources deferred in the year      | <u>73,046</u> | <u>47,037</u> |
| Deferred Income at 31 August 2025   | <u>90,846</u> | <u>47,037</u> |

At the balance sheet date the academy trust was holding funds of £90,846 received in advance for school trips taking place in the 2025-26 year.

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**
**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**
**14 Statement of funds**

|                                         | Balance at<br>1 Sept<br>2024<br>£ | Income<br>£      | Expenditure<br>£   | Gains/<br>(Losses)<br>and<br>transfers<br>£ | Balance at<br>31 August<br>2025<br>£ |
|-----------------------------------------|-----------------------------------|------------------|--------------------|---------------------------------------------|--------------------------------------|
| <b>RESTRICTED<br/>GENERAL FUNDS</b>     |                                   |                  |                    |                                             |                                      |
| General Annual Grant (GAG)              | 322,821                           | 5,153,698        | (5,153,821)        | (2,665)                                     | 320,033                              |
| Supplementary grant                     | 3,000                             | -                | -                  | -                                           | 3,000                                |
| Pupil premium                           | 8,053                             | 73,845           | (73,845)           | -                                           | 8,053                                |
| Catch-up premium                        | -                                 | 130,613          | (130,613)          | -                                           | -                                    |
| Other DfE/ESFA                          | (201)                             | -                | -                  | 201                                         | -                                    |
| Other government grants                 | 1,150                             | 76,034           | (76,034)           | -                                           | 1,150                                |
| School fund account                     | 45,405                            | 271,918          | (271,918)          | -                                           | 45,405                               |
| Free school grant                       | -                                 | 288,945          | (283,503)          | -                                           | 5,442                                |
| Other restricted funds                  | 5,909                             | 17,712           | (26,324)           | 2,703                                       | -                                    |
| Pension reserve                         | -                                 | -                | 80,000             | (80,000)                                    | -                                    |
|                                         | <u>386,137</u>                    | <u>6,012,765</u> | <u>(5,936,058)</u> | <u>(79,761)</u>                             | <u>383,083</u>                       |
| <b>RESTRICTED FIXED<br/>ASSET FUNDS</b> |                                   |                  |                    |                                             |                                      |
| DfE group capital grants                | 1,762,032                         | 23,156           | (149,206)          | -                                           | 1,635,982                            |
| Capital expenditure from GAG            | 269,517                           | -                | (24,896)           | -                                           | 244,621                              |
| Transfer on conversion                  | 10,100,511                        | -                | (308,069)          | -                                           | 9,792,442                            |
| Other donations                         | 140,891                           | 60,333           | -                  | -                                           | 201,224                              |
| School fund                             | 333                               | -                | (89)               | -                                           | 244                                  |
| CIF loan                                | (3,426)                           | -                | -                  | 2,665                                       | (761)                                |
|                                         | <u>12,269,858</u>                 | <u>83,489</u>    | <u>(482,260)</u>   | <u>2,665</u>                                | <u>11,871,087</u>                    |
| <b>TOTAL RESTRICTED FUNDS</b>           | <u>12,655,995</u>                 | <u>6,096,254</u> | <u>(6,418,318)</u> | <u>(77,096)</u>                             | <u>12,256,835</u>                    |
| <b>UNRESTRICTED FUNDS</b>               |                                   |                  |                    |                                             |                                      |
| General funds                           | <u>200,378</u>                    | <u>302,985</u>   | <u>(214,786)</u>   | <u>(2,904)</u>                              | <u>285,922</u>                       |
| <b>TOTAL FUNDS</b>                      | <u>12,856,373</u>                 | <u>6,399,239</u> | <u>(6,632,855)</u> | <u>(80,000)</u>                             | <u>12,542,757</u>                    |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

**14 Statement of funds (Continued)**

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

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

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

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

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

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



**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**
**14 Statement of funds (Continued)**

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

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

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**
**15 Analysis of net assets between funds**

Analysis of net assets between funds – current period

|                         | <b>Unrestricted<br/>Funds<br/>£</b> | <b>Restricted<br/>General<br/>£</b> | <b>Restricted<br/>Fixed<br/>Asset<br/>£</b> | <b>Total<br/>Funds 2025<br/>£</b> |
|-------------------------|-------------------------------------|-------------------------------------|---------------------------------------------|-----------------------------------|
| Tangible fixed assets   | -                                   | -                                   | 11,858,174                                  | 11,858,174                        |
| Current assets          | 622,041                             | 588,024                             | 16,339                                      | 1,226,404                         |
| Current liabilities     | (336,119)                           | (204,941)                           | (761)                                       | (541,821)                         |
| <b>Total net assets</b> | <b>285,922</b>                      | <b>383,083</b>                      | <b>11,873,752</b>                           | <b>12,542,757</b>                 |

Analysis of net assets between funds – Prior Period

|                         | <b>Unrestricted<br/>Funds<br/>2024<br/>£</b> | <b>Restricted<br/>General<br/>2024<br/>£</b> | <b>Restricted<br/>Fixed<br/>Asset<br/>2024<br/>£</b> | <b>Total Funds<br/>2024<br/>£</b> |
|-------------------------|----------------------------------------------|----------------------------------------------|------------------------------------------------------|-----------------------------------|
| Tangible fixed assets   | -                                            | -                                            | 12,263,274                                           | 12,263,274                        |
| Current assets          | 316,251                                      | 690,548                                      | 10,010                                               | 1,016,809                         |
| Current liabilities     | (115,873)                                    | (304,411)                                    | (3,426)                                              | (423,710)                         |
| <b>Total net assets</b> | <b>200,378</b>                               | <b>386,137</b>                               | <b>12,269,858</b>                                    | <b>12,856,373</b>                 |

**16 Capital commitments**

At 31 August 2025 the Academy had capital commitments totalling £Nil (2024: £Nil).

**17 Long-term commitments**
**Operating leases**

At 31 August 2025 the total of the Academy Trust's minimum lease payments under non-cancellable operating leases was:

|                                   | <b>2025<br/>£</b> | <b>2024<br/>£</b> |
|-----------------------------------|-------------------|-------------------|
| Amounts due within one year       | 17,986            | 18,638            |
| Amounts due in two and five years | 25,719            | 47,249            |
|                                   | <b>43,705</b>     | <b>65,887</b>     |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

**18 Reconciliation of net expenditure to net cash flow from operating activities**

|                                                                                        | <b>2025</b>   | 2024           |
|----------------------------------------------------------------------------------------|---------------|----------------|
|                                                                                        | <b>£</b>      | <b>£</b>       |
| Net income/(expenditure) for the period (as per the statement of financial activities) | (223,616)     | (184,982)      |
| <b>Adjustments for:</b>                                                                |               |                |
| Capital grants from DfE and other capital income                                       | (83,489)      | (48,376)       |
| Defined benefit pension scheme cost less contributions payable                         | (55,000)      | (47,000)       |
| Defined benefits pension scheme finance (income)/cost                                  | (25,000)      | (9,000)        |
| Depreciation of tangible fixed assets                                                  | 482,260       | 543,310        |
| (Increase)/decrease in debtors                                                         | (123,791)     | (2,983)        |
| Decrease in creditors                                                                  | 120,775       | (100,302)      |
| <b>Net cash provided by operating activities</b>                                       | <u>82,139</u> | <u>150,667</u> |

**19 Analysis of changes in net funds**

|                                   | <b>1 September</b> | <b>Cash flows</b> | 31 August      |
|-----------------------------------|--------------------|-------------------|----------------|
|                                   | <b>2024</b>        | <b>£</b>          | <b>2025</b>    |
|                                   | <b>£</b>           |                   | <b>£</b>       |
| Cash                              | 873,731            | 85,803            | 959,534        |
| Loans falling due within one year | (3,426)            | 2,665             | (761)          |
|                                   | <u>870,305</u>     | <u>88,468</u>     | <u>958,773</u> |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**

**20 Pension commitments**

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

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

Contributions amounting to £82,638 (TPS) and £26,276 (LGPS) were payable to the schemes at 31 August 2025 (2024 - £70,050 (TPS) and £24,821 (LGPS)) and are included within creditors.

**TEACHERS' PENSION SCHEME**

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

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

**VALUATION OF THE TEACHERS' PENSION SCHEME**

The Government Actuary, using normal actuarial principles, conducts formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

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

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

The employer's pension costs paid to TPS in the year amounted to £737,507 (2024: £592,215).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

Under the definitions set out in FRS102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy has set out above the information available on the scheme.

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**
**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**
**20 Pension commitments (continued)**
**LOCAL GOVERNMENT PENSION SCHEME**

The LGPS is a funded defined benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £295,000 (2024: £298,000), of which employer's contributions totalled £237,481 (2024: £240,000) and employees' contributions totalled £58,000 (2024: £58,000). The agreed contribution rates for future years are 25.2% for employers and an average of 5.5-12.5% for employees.

As described in note 23 the LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of Academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 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**

|                          | <b>2025</b><br><b>£</b> | 2024<br><b>£</b> |
|--------------------------|-------------------------|------------------|
| Employer's contributions | 237,481                 | 240,000          |
| Employees contributions  | 58,000                  | 58,000           |
| Total contributions      | <u>295,481</u>          | <u>298,000</u>   |

**Principal actuarial assumptions**

|                                                    | <b>At 31<br/>August<br/>2025</b> | At 31<br>August<br>2024 |
|----------------------------------------------------|----------------------------------|-------------------------|
| Rate of increase in salaries                       | 3.20%                            | 3.15%                   |
| Rate of increase for pensions in payment/inflation | 2.70%                            | 2.65%                   |
| Discount rate for scheme liabilities               | 5.00%                            | 5.00%                   |
| Inflation assumption (CPI)                         | 2.70%                            | 2.65%                   |
| Commutation of pension to lump sums                | <u>50</u>                        | <u>50</u>               |

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

|                        | <b>At 31<br/>August<br/>2025</b> | At 31<br>August<br>2024 |
|------------------------|----------------------------------|-------------------------|
| Retiring today -       |                                  |                         |
| Males                  | 20.4                             | 20.2                    |
| Females                | 24.2                             | 24.1                    |
| Retiring in 20 years - |                                  |                         |
| Males                  | 22.0                             | 21.8                    |
| Females                | <u>25.6</u>                      | <u>25.6</u>             |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**
**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**
**20 Pension commitments (continued)**

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

|                                | <b>2025</b> | <b>2024</b> |
|--------------------------------|-------------|-------------|
|                                | <b>£</b>    | <b>£</b>    |
| Discount rate + 0.1%           | (69,000)    | (83,000)    |
| Discount rate – 0.1%           | 69,000      | 83,000      |
| Mortality assumptions +1 year  | 129,000     | 146,000     |
| Mortality assumptions – 1 year | (129,000)   | (146,000)   |
| CPI rate + 0.1%                | 69,000      | 81,000      |
| CPI rate - 0.1%                | (69,000)    | (81,000)    |

**Defined benefit pension scheme net assets**

|                                     | <b>2025</b> | <b>2024</b> |
|-------------------------------------|-------------|-------------|
|                                     | <b>£</b>    | <b>£</b>    |
| Scheme assets                       | 4,701,000   | 4,134,000   |
| Scheme obligations                  | (3,237,000) | (3,651,000) |
| Surplus/ (deficit) in scheme        | 1,464,000   | 483,000     |
| Restriction on scheme assets        | (1,464,000) | (483,000)   |
| Total asset/ (liability) recognised | -           | -           |

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

|                                     | <b>Fair value<br/>at 31<br/>August<br/>2025</b> | <b>Fair value<br/>at 31<br/>August<br/>2024</b> |
|-------------------------------------|-------------------------------------------------|-------------------------------------------------|
|                                     | <b>£</b>                                        | <b>£</b>                                        |
| Equities                            | 3,009,000                                       | 2,647,000                                       |
| Government bonds                    | 987,000                                         | 909,000                                         |
| Cash and other liquid assets        | 611,000                                         | 41,000                                          |
| Property                            | 94,000                                          | 537,000                                         |
| <b>Total market value of assets</b> | <b>4,701,000</b>                                | <b>4,134,000</b>                                |

The actual return on scheme assets was £335,000.

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

|                               | <b>2025</b>    | <b>2024</b>    |
|-------------------------------|----------------|----------------|
|                               | <b>£</b>       | <b>£</b>       |
| Current service cost          | 179,000        | 193,000        |
| Interest income               | (212,000)      | (186,000)      |
| Interest cost                 | 187,000        | 177,000        |
| <b>Total operating charge</b> | <b>154,000</b> | <b>184,000</b> |

**RIBSTON HALL HIGH SCHOOL ACADEMY TRUST  
(A COMPANY LIMITED BY GUARANTEE)**
**NOTES TO THE FINANCIAL STATEMENTS (continued)  
FOR THE YEAR ENDED 31 AUGUST 2025**
**20 Pension commitments (continued)**

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

|                                    | 2025<br>£        | 2024<br>£        |
|------------------------------------|------------------|------------------|
| <b>At 1 September 2024</b>         | 3,651,000        | 3,315,000        |
| Current service cost               | 179,000          | 193,000          |
| Interest cost                      | 187,000          | 177,000          |
| Employee contributions             | 57,000           | 58,000           |
| Actuarial losses/(gains)           | -                | (26,000)         |
| Benefits paid                      | (59,000)         | (66,000)         |
| Changes in financial assumptions   | (762,000)        | -                |
| Changes in demographic assumptions | 15,000           | -                |
| Changes in other assumptions       | (31,000)         | -                |
| <b>At 31 August 2025</b>           | <u>3,237,000</u> | <u>3,651,000</u> |

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

|                            | 2025<br>£        | 2024<br>£        |
|----------------------------|------------------|------------------|
| <b>At 1 September 2024</b> | 4,134,000        | 3,457,000        |
| Interest income            | 212,000          | 186,000          |
| Actuarial gains/(losses)   | 123,000          | 259,000          |
| Employer contributions     | 234,000          | 240,000          |
| Employee contributions     | 57,000           | 58,000           |
| Benefits paid              | (59,000)         | (66,000)         |
| <b>At 31 August 2025</b>   | <u>4,701,000</u> | <u>4,134,000</u> |

**21 Related party transactions**

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

No related party transactions took place in the period of account (2024: £Nil), other than certain trustees' remuneration and expenses already disclosed in note 8.