Company registration number 07697002 (England and Wales)

# SUCKLEY SCHOOL

# (A COMPANY LIMITED BY GUARANTEE)

# ANNUAL REPORT AND FINANCIAL STATEMENTS

# FOR THE YEAR ENDED 31 AUGUST 2025

# SUCKLEY SCHOOL

## CONTENTS


| | Page |
|---|---|
| Reference and administrative details | 1 - 2 |
| Governors' report | 3 - 14 |
| Governance statement | 15 - 21 |
| Statement of regularity, propriety and compliance | 22 |
| Statement of governors' responsibilities | 23 |
| Independent auditor's report on the financial statements | 24 - 26 |
| Independent reporting accountant's report on regularity | 27 - 28 |
| Statement of financial activities including income and expenditure account | 29 - 30 |
| Balance sheet | 31 |
| Statement of cash flows | 32 |
| Notes to the financial statements including accounting policies | 33 - 48 |

# SUCKLEY SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS

| | | |
|---|---|---|
| **Members** | Janet Ashton<br>Duane Berry<br>John Burton<br>Diana Holloway<br>Louise Ruane<br>Karen Smith | |
| **Governors** | Janet Ashton (Chair)<br>Christelle Avery-Earl<br>Dale Bradley<br>Helen Field (Accounting Officer)<br>David Hewlett (Vice Chair)<br>Diana Holloway<br>Joseph Procter-Nicholls<br>Sarah Saleh<br>Natalie Smith | |
| **Associate Governors** | Joanne Rogers<br>Caroline Pinnington | |
| **Senior management team** | Helen Field<br>Joanne Rogers<br>Joy Tomlinson | - Head Teacher<br>- QTS Deputy Head/ Head Teacher<br>- Business Manager |
| **Company secretary** | Trevor Jones | |
| **Company registration number** | 07697002 (England and Wales) | |
| **Registered office** | Church Lane<br>Suckley<br>Worcester<br>Worcestershire<br>WR6 5DE | |
| **Independent auditor** | Ormerod Rutter Limited<br>The Oakley<br>Kidderminster Road<br>Droitwich<br>Worcestershire<br>WR9 9AY | |
| **Bankers** | Lloyds Bank Plc<br>48 Belle Vue Terrace<br>Malvern<br>Worcestershire<br>WR14 4QG | |

# SUCKLEY SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|---|---|
| **Solicitors** | Harrison Clark Rickerbys LLP<br>Ellenborough House<br>Wellington Street<br>Cheltenham<br>Gloucestershire<br>GL50 1YD |

# SUCKLEY SCHOOL

## GOVERNORS' REPORT

## *FOR THE YEAR ENDED 31 AUGUST 2025*

The governors present their annual report together with the financial statements 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 and strategic report under company law.

The academy trust is located in a rural part of Worcestershire in the village of Suckley. It is considered to be a small, rural school for ages 4 — 11 years and has a pupil admissions number (PAN) of 12. It has a pupil capacity of 84 and had a roll of 90 in the school census October 2023 which formed the basis of the 2024-25 funding. The school receives pupils from its immediate catchment, some from local communities, towns and villages and reaching into Herefordshire. Most pupils are from White British backgrounds.

The school is well developed, internally modern and has well maintained buildings and grounds. It uses the local community church for large assemblies, performances and sport (PE) and local playing fields for sporting activities and community events. In 2024-25 the school's main aim was to use the Section 106 funding held by Worcestershire County Council to extend an 'L' shaped classroom, into a more practical teaching space.

The school was judged to be Outstanding at its most recent OFSTED visit in May 2025.

Suckley School is organised into four classes, all with a teacher and teaching assistant, and has a non-class based and class based headteacher 0.8 FTE. The deputy head has both non-classed based and class-based responsibilities and has a headteacher role for 0.2 FTE. The number of children receiving support for SEND is lower than national, the numbers of English as an Additional Language (EAL) is lower.

A significant number of SEND children have Speech, Language and Communication needs, as well as moderate learning difficulties or specific learning difficulties. For this reason, the school maintains a high teacher to pupil ratio. The mental health needs across the school have increased in recent years and to support this the school has continued to invest in the Thrive approach and has also become a Trauma Informed School.

The school runs a before school club every day and an after-school club for three days a week, however, in 2025 funding was obtained to increase this provision with an earlier start for the before school club and an additional day for the after-school club . They provide term time care from 08.00 a.m to 5.30 pm. The majority of children from Suckley School move on to one of four local High Schools with some receiving scholarships for the local private schools.

**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 governors are the trustees of Suckley School and are also the directors of the charitable company for the purposes of company law.

The charitable company operates as Suckley School.

Details of the governors who served during the year, and to the date these financial statements are approved, are included in the Reference and Administrative Details on page 1.

Members' liability

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

Governors' indemnities

No third-party indemnities have been provided by the academy trust to any third parties on behalf of any of the governors.

Method of recruitment and appointment or election of governors

The Articles of Association allow:

- up to 4 governors to be appointed by Members
- 2 - 4 parent governors elected by the parent body
- one governor to be appointed by the Local Authority
- 2 - 4 co-opted governors (not co-opted by other co-opted governors)
- the Headteacher to be a governor

The governing body may also appoint associate governors, in accordance with the articles and agreed by governing body December 2021, for their specific skills and expertise.

Recruitment is rigorous and follows a governor skills audit. The term of office is 4 years.

Policies and procedures adopted for the induction and training of governors

Training and induction for governors will depend on their existing skills and experience. The induction programme, managed by the chair of governors, focuses on governance at Suckley School. It complements that provided by Worcestershire First Governor Services.

Governors are encouraged to attend a range of training via Worcestershire Children's First Governor Services, Educare training, conferences or updates, particularly those with a given responsibility. Additional training is provided in accordance with statutory requirements and the needs of the school as identified in the governing body 3-5 year strategic statement, the governing body action plan and the school development plan.

All governors have access to copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as governor.

Organisational structure

The governing body comprises those persons appointed under the articles of association. The governing body has strategic responsibility for effective leadership and management and meets formally at least five times a year. There are three main committees: audit and risk, curriculum and resources. Each committee meets at least three times a year and reports to the governing body.

All committees are formally constituted with terms of reference and comprise appropriately qualified and experienced members. Regular skills audits are carried out and appropriate training undertaken. If a vacancy for a trust-appointed governor arises, any gaps in skills are considered when recruiting to the vacancy.

Trustees delegate specific responsibilities to committees and the leadership team under a scheme of delegation which is published with the terms of reference.

Day to day leadership and running of the school is the responsibility of the headteacher.

Arrangements for setting pay and remuneration of key management personnel

The school has a comprehensive pay and performance policy which sets out remuneration for the headteacher, as senior leader, responsible for the leadership and management of the school, and for the teaching, non-teaching and support staff. This structure is carefully monitored by the headteacher and resources committee and is based on a performance management system which links to remuneration. The headteacher's remuneration and performance are monitored and benchmarked by members of the resources committee with guidance from an independent external advisor, whose services are procured through an external arrangement.

Related parties and other connected charities and organisations

Suckley School is committed to establishing and maintaining collaborative partnerships with other local schools. Over the last year, this has included collaborative working with schools within the local area. It also procures the services from Worcestershire Children's First. The school has an excellent relationship with Worcester University and takes students across the year in most classes.

All governors complete a pecuniary interest declaration, which is displayed on the school website.

The Suckley Friends (PTA) are a registered charity which was set up for the sole purpose to support the school. During the year 2024-25 they donated funds which were used to purchase items that would enrich the children's learning, or the facilities which would support this. The school received donations amounting to £1500 towards the cost of the year 5/6 residential trip. This appeared considerably lower than in previous years, but they paid companies directly for activities where no VAT was applicable for example whole school pantomime trip, transport costs to other class trips, educational consultants to provide in school workshops such as the History Man and class donations.

The development to the interior of Suckley Church, next to the school, has enabled its use for school activities that would normally be housed in a school hall. The use of this facility has been invaluable this year as the building work saw year's 5 and 6 without a classroom. The School was able to rehouse them in the Church space. We have an agreement with the PCC to use the space and are in annual receipt of Exceptional Circumstances funding within our GAG to the sum of £8,000 for rental of the church space.

In addition to the donations received from Suckley Friends, the school received donations from local charities, totalling circa £45,500. The main fund raising efforts for the school was to be able to raise enough money to add to the Section 106 monies held by WCC in order to repurpose the L shaped classroom. This was achieved by the generous donation of £42,561 from a local charity and further contributions of £2,900 towards this project. In addition, fund raising began to renovate an overgrown pond area for the benefit of the pupils. A further donation and successful grant application of £1,500 has made the start of this work possible at the beginning of the next financial year.

Suckley School will continue to seek and prioritise effective partnerships which will support and enhance the principal activities of the academy.

**Objectives and activities**

Objects and aims

Suckley School governing body aims to fulfil the six key areas of effective governance:

- Strategic leadership that sets and champion vision, ethos and strategy
- Accountability that drives up standards and financial performance
- People with the right skills, experience, qualities and capacity
- Structures that reinforce clearly defined roles and responsibilities
- Compliance with statutory and contractual requirements
- Evaluation to monitor and improve the quality and impact of governance

The overarching vision of Suckley School is to celebrate the unique and individual needs of all our pupils by delivering an inspiring, rich, inclusive, broad and balanced curriculum which enables children to achieve their full potential, without limits. Our values are: respect, determination, honesty, kindness, independence and perseverance.

The school aims are:

- To support and inspire personal, spiritual, emotional and educational growth in a safe, happy environment
- To ensure that each child entrusted in our care is developing skills, knowledge, concepts, and attitudes to become curious, independent learners
- To value everyone associated with our school and the wider community, irrespective of age, position, race, gender background or ability.
- To prepare children to reach their full potential for future learning, as responsible citizens in the modern world.

Objectives, strategies and activities
Strategic Statement 2024-29
The headteacher, senior leadership team and governors agreed the following strategic priorities for 2024-2029 in the governing body strategic statement:

A. Developing relationships with other local/regional school and other partners
B. Developing the school building and space provided by the church
C. Strengthening the resources of the school by targeted fund raising and funded initiatives

Governance Action Plan 2024-29
The following priorities from the strategic statement for 2024-25 were set out in the governing body's action plan:

1. Teaching and Learning
   - To support and challenge teachers to develop a rich, ambitious, broad, balanced and inclusive curriculum to meet the needs of all pupils
   - To support the recruitment, training and retention of a highly skilled and professional workforce

2. Leadership
   - To provide strong governance to drive forward school improvement
   - To support and challenge the headteacher to nurture a culture of trust and confidence in which all can thrive
   - To ensure pupil and staff wellbeing is of high priority

3. Resources
   - Ensure a balanced budget over a planned period
   - To ensure the building and its grounds are safe and secure and well maintained to meet needs of all staff and pupils
   - To develop the building so that it is more efficient and effective
   - Explore opportunities to extend provision for wrap around care and early years
   - Actively seek and win funding to support development of the school building and facilities

4. Collaboration
   - To support and challenge the headteacher to explore and develop partnerships with other school which benefit staff and pupils
   - By the end of 2025 to have received and considered advice from the headteacher concerning a range of possible formal organisational arrangements

School Development Plan 2024-25
The following priority actions for 2024-25 were set out in the school development plan:

1. Quality of Education
   - Sustain provision and progress for pupil groups so that all learners are accessing and thriving through an adapted curriculum.
   - Maintain good quality teaching and learning over time so that pupils make at least good progress in English, maths and the broader curriculum.

2. Behaviour and Attitudes
   - Promote a school environment where diversity is celebrated, and differences are seen as strengths.

3. Personal Development
   - To create a sustainable and environmentally responsible school community that educates students on the importance of climate action and empowers them to make a positive impact.

4. Leadership and Management
   - To empower, coach and mentor key stage leadership.

Public benefit

In setting our objectives and planning our activities the governors have carefully considered the Charity Commission's' general guidance on public benefit.

The governors carefully consider the needs of its client group, and also ensure that the school is a strong part of its local community, not only in that it provides high quality education for the local population but works collaboratively with the preschool provision for the community, with the church and with local groups.

The governing body and/or the headteacher regularly seeks out stakeholders views (parents, children, and staff).

This year the school welcomed regular community visits and re-established links with schools and Universities out of the area including Colemore School in Birmingham, and Worcester University. The school also took part in various charity fund raising initiatives including NSPCC, MacMillan coffee morning, Maggs Day Centre and Save the Children UK.

## Strategic report

### Achievements and performance

**EYFS**

| | July 2023 | National | July 2024 | National | July 2025 | National |
|---|---|---|---|---|---|---|
| GLD | 85% | 76% | 75% | 68% | 60% | |

**Phonics**

| | July 2023 | National | July 2024 | National | July 2025 | National |
|---|---|---|---|---|---|---|
| Expected | 67% | 79% | 100% | 80% | 88% | 81% |

**KS1**

| | July 2023 | National | July 2024 | National | July 2025 | National |
|---|---|---|---|---|---|---|
| Reading Exp | 70% | 68% | No longer statutory | | | |
| Reading GD | 30% | 19% | | | | |
| Writing Exp | 60% | 60% | | | | |
| Writing GD | 30% | 8% | | | | |
| Maths Exp | 80% | 70% | | | | |
| Maths GD | 18% | 16% | | | | |

**KS2**

| | July 2023 | National | July 2024 | National | July 2025 | National |
|---|---|---|---|---|---|---|
| Reading Exp | 67% | 73% | 86% | 74% | 90% | 75% |
| Reading GD | 22% | 29% | 57% | 29% | 60% | 33% |
| Writing Exp | 78% | 71% | 71% | 72% | 80% | 72% |
| Writing GD | 22% | 21% | 21% | 13% | 40% | 13% |
| Maths Exp | 56% | 86% | 86% | 73% | 90% | 74% |
| Maths GD | 11% | 21% | 21% | 24% | 10% | 26% |

***Green = in line or above national average. There is no national data for KS1 from July 2023 onwards.***

We have seen a positive rise in our attainment overtime throughout the school. We currently have one specific cohort who we are tracking closely due to their low end of year expectation in EYFS. Our KS2 data for July 2023 shows us sitting below national averages- this data is not statistically valid due to the low numbers within this cohort. Teacher assessment put them in line and above for all subjects. The continued use of our nurture TA who is accessed by all cohorts, the continued use of the Forest school site, our Thrive and Trauma Informed approaches have continued to provide on-going support for the mental health well-being of all the children, and all are used regularly throughout the school. These approaches are now having a significant impact upon the academic achievement of the children.

Pupil attendance is stable and we continue to be above the national average each week. Persistently absent children are tracked closely and supportive intervention is timely and productive.

For the third year running we were over-scribed with our September intake and increased our PAN from 12 to 14. We hold an annual open day which is always well attended and often have enquiries throughout the year. In total we had 5 mid-year transfers.

Key performance indicators

Governors' Strategic Statement

Progress has been made in all areas. Partnerships are being developed, and a building project is underway to increase and improve the space for children and the teaching space for teachers. This includes the development of a new ramp which makes the school fully compliant for disabled access, and for improved space for children with SEND.

Governance Action Plan

1. Teaching and Learning: KPIs met and evidenced. The Ofsted inspection judged that the *"the school is ambitious and holds high expectations for all pupils. Pupils live up to these expectations. They achieve exceptionally well across the curriculum. Pupils leave the school well equipped for the challenges of secondary education."* The judgement of 'outstanding' in all areas, the very positive evaluation in the report, and the absence of any matters to improve, confirm governors' assessment of the school's exceptional quality of teaching and learning. Governors have paid particular attention to staff well-being and morale, and on the basis of staff surveys and conversation, are confident that this is good.

2. Leadership: KPIs met and evidenced. The recent Ofsted report confirmed that *"staff are very proud to work at Suckley. They appreciate the steps that the school takes to support their well-being and workload. Governors provide strong support and challenge. Parents and carers are very positive about the school. They value the education their children receive."*

3. Resources: KPIs met and evidenced. A classroom extension project is underway and due to be completed in September. Grants successfully obtained in addition to S106 funding mean that there is very limited impact on the budget.

4.Collaboration: KPIs met and evidenced. The headteacher and other staff continue to nurture partnerships with a range of schools and contacts. Other schools are also approaching Suckley to learn about different aspects of the school's provision, a factor that has increased since the Ofsted and will become a major feature of the next strategic and action plan.

School Development Plan

| 1. Quality of Education<br>Link Gov: Sarah Saleh | 2. Behaviour and Attitudes<br>Link Gov: Natalie Smith | 3. Personal Development<br>Link Gov: David Hewlett | 4. Leadership and Management<br>Link Gov: Dale Bradley |
|---|---|---|---|
| 1a: Sustain provision and progress for pupil groups so that all learners are accessing and thriving through an adapted curriculum.<br><br>1b: Maintain good quality teaching and learning over time so that pupils make at least good progress in English, maths and the broader curriculum. | 2a: Promote a school environment where diversity is celebrated, and differences are seen as strengths. | 3b: To create a sustainable and environmentally responsible school community that educates students on the importance of climate action and empowers them to make a positive impact. | 4a: To empower, coach and mentor key stage leadership. |

1. The overall quality of education was judged as outstanding by Ofsted in May 2025. *"The school is ambitious and holds high expectations for all pupils. Pupils live up to these expectations. They achieve exceptionally well across the curriculum. Pupils leave the school well equipped the challenges of Secondary education."* (Ofsted May 2025). "Pupils who need extra help, including pupils with special educational needs and/or disabilities (SEND) are identified early. Staff provide effective support to help pupils with SEND learn the curriculum alongside their peers. Pupils with SEND are fully included in all aspects of school life." (Ofsted May 2025)

2. Behaviour and attitudes were judged as outstanding by Ofsted in May 2025. Governors attend enrichment opportunities which shows evidence of how important they are in educating our young children, "A range were covered, including the geography of Italy, discussion of government, (modern and ancient), employment, property, religion, the dangers of gambling, the law, etc. Each new topic elicited excellent debate and interest. Smatterings of Latin even!" (Governor visit day March 2025).

3. Personal Development was judged as outstanding by Ofsted in May 2025. Pupil voice now shows that our pupils have a strong sense of looking after our planet and how we can improve. Sustainability continues to be a priority for all year groups

4. Leadership and Management was judged as outstanding by Ofsted in May 2025. Coaching and monitoring has enabled staff to drive their subjects forward with autonomy and ensure we are providing the best outcomes for our pupils. "The curriculum is implemented exceptionally well and leaders ensure that the teachers' subject knowledge is strong" (Ofsted May 2025).

Going concern

After making appropriate enquiries, the governing body has a reasonable expectation that the academy has adequate resources to continue in operational existence for the foreseeable future. For this reason, the governing body continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

**Financial review**

The accounting period runs from the 1 September 2024 to 31 August 2025. Most of the academy'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 funds in the statement of financial activities. Approximately 95% of the principal grant (the General Annual Grant or GAG) was used for staffing. This in turn maintains specialist teaching, high levels of trained teaching assistants, and support staff, keeping adult to pupil ratios higher than most schools. The decision to do this comes from the school development plan, targeting high achievement for all groups of pupils from whatever their starting point. The school also receives a pupil premium grant which is used to specifically target those pupils from disadvantaged backgrounds; and a sports premium grant which enables children to partake in a wide range of sporting activities and offers opportunity for staff continuing professional development.

This year the GAG was £563,398 increasing from £533,263 in 2023-24. In addition, the school received £22,399 pupil premium funding which was lower than in the previous year of £21,825, and £16,720 sports premium grant. The success of the allocation of this income is measured by pupil attainment and progress, the maintenance of high pupil to child staff ratios and the outcome of resource allocation to specific areas.

The financial year 2024-2025 saw the achievement of targets as specified and a reserve of over and above a teacher's average salary, as planned. At the end of the year the school has total reserves of £1,212,249 (2023-24: £1,133,763) of which £67,994 is the GAG fund (2023-24: £37,022), £9,097 is unrestricted funds (2023-24: £9,085), £1,135,158 is the fixed asset restricted fund (2023-24: £1,087,656) and the balance on the LGPS is £nil in 2024-25 due to the asset ceiling position (2023-24: £nil). This is planned to maintain staffing levels and manage the increasing staffing costs due to the recently published pay increases for leadership/teaching and support, although additional funding will be received, this will not fully fund the 4% pay increase. The additional carry forward will be used to maintain staffing. Future planning has taken into account the slight decrease shows that the number of pupils eligible for FSM and pupil premium is decreasing slightly. However, the demand for the use of the wrap around care facility continues to increase which brings in additional income.

During 2023-24 the headteacher and governors again investigated the possibility of extending one of the smaller classrooms by using Section 106 monies held by the local authority, together with a school capital contribution, unfortunately this did not come to fruition due to rising costs. However, due to the school successfully sourcing other funding the classroom extension work commenced in 2024-25.

Going forward into 2024-25, although reducing our costs by staffing restructuring, we have initially budgeted for 98% of GAG for staffing costs This will be reduced by the receipt of HLN funding to 95%. It is a priority for governors that the current establishment consisting of four classes be maintained so that the broad curriculum can be appropriately delivered, and standards maintained. Across the school, attainment has been above what is nationally expected in all year groups in reading, writing and maths and progress good because of this staffing ratio.

General running costs are managed highly effectively and closely monitored by the resources committee. We have sought value for money through procurement in line with our finance policy. Close collaboration with other schools has secured reductions in training cost for staff development and education consultancy.

During the 2023-24 the school undertook a SRMA visit and subsequently received a follow up meeting in 2024-25 and took on board the recommendations to reduce the costs for teaching/leadership costs by using leadership staff to cover staff absence/PPA cover and back office (including staff) costs, which has been achieved by reducing our cleaning costs etc.. We will continue to monitor the costs and look at ways to reduce this further.

2024-2025 saw an increase in GAG from the previous year, however going forward into 2025-2026 GAG funding although appears to have increased, is not in line with the increased pay awards given to leadership, teaching. Although additional funding to assist with the proposed 4% teacher pay award will be made it will not fully cover the rise in cost, furthermore, the support staff pay award has been finalised at 3.2% which was implemented in August 2025 and again, will cause a squeeze on resources, especially as no separate grant is forthcoming to fund this pay increase. The governors are monitoring this against staffing and rising costs carefully.

Reserves policy

The policy of the governors is to maintain a level of reserves that will be adequate to provide a stable basis for the continuing operation of the academy whilst ensuring that excessive funds are not accumulated. The governors review the resources of the academy to ensure there are sufficient reserves to protect against possible reductions in the funding.

The reserves are held in line with the DfE guidelines. The policy is to maintain reserves to meet the academy's long term aims and objectives, ensuring that this does not affect its current operational activities.

The governors are committed to keeping enough reserves to facilitate and fund any risks and deficits identified internally and externally for the school for the next three years. There is currently a focus on staff costs in that being a small school there is a desire to keep the four classes which is essential to delivering the curriculum.

Excluding the pension scheme and capital funds, the academy funds carried forward as at 31 August 2025 are a surplus of £77,091 (2023-24: £46,107).

At the year end the total fund that can only be realised by disposing of tangible fixed assets is £1,078,706 (2023-24: £1,079,519).

Class Structure

As reported in the financial review, the 2024/25 budget has been closely monitored to ensure reserves have been sustained so far. This academic year again saw a stable staff structure, an expensive model but one which has proved beneficial to the pupil's outcomes. It again should be acknowledged that the pupil admission number of 12 per year group, is not sufficient to fill the four classes required to fit with the model of the National Curriculum three key stages within primary (EYFS, KS1 and KS2). Governors have opted for this four-class structure because it is best practice to keep these stages separate and provides the best outcomes for all our pupils. However, the school popularity has grown and now have pupils on a waiting list.

Investment policy

The chair of resources together with the accounting officer will ensure that any surplus funds (if significant enough to deposit) are deposited to maximise interest whilst maintaining a safe and secure investment strategy.

There are no investments held beyond cash deposits retained with the major UK clearing banks.

Principal risks and uncertainties

Risk identification is a standard item on all committee agendas and the risk management and review is overseen by the audit and risk committee on behalf of the governing body. The central risk register Is reviewed at each audit and risk committee meeting and the current version is 'live' on the secure governors' page of the school website.

The routine approach to risk management Is embedded in the work of the school and the governing body. The governors and the senior leadership team have identified and implemented control procedures to manage the risks that the school faces and have developed policies and procedures to mitigate those risks.

The governors have assessed the major risks to which the school is exposed. As of July 2025, the risk register identifies 14 risks. A total of 7 risks have been closed following in depth discussions at audit and risk meetings. The risk with the highest rating remains as cyber security but this has been reduced this year from a rating of 12 to 9 following an increase in staff training and awareness and technical support from our IT provider. Medium risks continue to mostly relate to financial and staffing risks. The buildings continue to be in good repair and fit for purpose but the senior leadership team and governors are aware that any change in this could also lead to financial risk.

The management of the risks associated with the building Is managed by having an excel spreadsheet outlining all surveys that are required by law and non-compulsory surveys that we do as good practice, and the dates they are due. After the survey is carried out by a competent contractor; the recommendations are executed and relayed to the resources committee under the building section. A budget has been set for repairs and maintenance and devolved formula capital is used to carry out such repairs.

**Fundraising**

The academy does not use any external fundraisers or involve commercial participators. There have been no complaints about fundraising activity this year.

Suckley School complies with the Fundraising Regulator's Cade of Fundraising Practices.

All fundraising Is undertaken by the trust in a manner that seeks to ensure that it is not unreasonably Intrusive or persistent. Contact is made through email, newsletter, our website and via pupils. All fundraising material contains clear Instructions on how a person can be removed from mailing lists.

**Plans for future periods**

Governors' Strategic Statement

Following the Ofsted inspection in the summer term, resulting in judgements of outstanding in all areas, the Strategic Statement will be revised during the autumn term 2025 to allow time for the headteacher, senior leadership team and governors to develop ideas and plans.

Governance Action Plan

All priorities will remain in place initially and a revised plan will be completed once the new strategic statement is agreed in the autumn term 2025.

School Development

| 1. Quality of Education<br>Link Gov: | 2. Behaviour and Attitudes<br>Link Gov: | 3. Personal Development<br>Link Gov: | 4. Leadership and Management<br>Link Gov: |
|---|---|---|---|
| 1a: Sustain provision and progress for pupil groups so that all learners are accessing and thriving through an adapted curriculum.<br><br>1b: Sustain good quality teaching and learning over time so that pupils make at least good progress in English, maths and the broader curriculum. | 2: Embed play-based approaches during unstructured times of the day to enhance behaviour and attitudes from EYFS through to KS2. | 3: Equip pupils and staff with understanding and skills in artificial intelligence (AI) to prepare for a digitally advanced future. | 4: Explore the educational, operational, and developmental implications of admitting preschool-aged children (under 4 years old) into our existing Reception class, ensuring alignment with statutory guidance and best practice. |

**Auditor**

In so far as the governors are aware:

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

Ormerod Rutter Limited was appointed auditor to the charitable company. A resolution proposing re-appointment will be put to the members.

The governors' report, incorporating a strategic report, was approved by order of the governing body, as the company directors, on 27 November 2025 and signed on its behalf by:

J.E. Ashton

Janet Ashton
**Chair**

# SUCKLEY SCHOOL

## GOVERNANCE STATEMENT

## *FOR THE YEAR ENDED 31 AUGUST 2025*

**Scope of responsibility**

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

As governors, we have reviewed and taken account of the guidance in DfE's Governance Guide, competency framework for governance and the Academy Trust Handbook.

The governing body has delegated the day-to-day responsibility to the headteacher as accounting officer, together with the school business manager (SBM) 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 Suckley School and the Secretary of State for Education. They are also responsible for reporting to the governing body any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The governing body has formally met five times during the year. Attendance during the year at meetings of the governing body was as follows:

| Governors | Meetings attended | Out of possible |
|---|---|---|
| Janet Ashton (Chair) | 5 | 5 |
| Christelle Avery-Earl | 5 | 5 |
| Dale Bradley | 4 | 5 |
| Helen Field (Accounting Officer) | 5 | 5 |
| David Hewlett (Vice Chair) | 5 | 5 |
| Diana Holloway | 5 | 5 |
| Joseph Procter-Nicholls | 5 | 5 |
| Sarah Saleh | 5 | 5 |
| Natalie Smith | 4 | 5 |

Two associate staff governors also attended full governing body meetings during 2024-25: Joanne Rogers (5) and Caroline Pinnington (4).

**Conflicts of interest**

The trust holds a Declaration of Business Interest register which is updated at the start of each academic year and when subsequent changes occur. This is displayed on our website and held in the trust's office. At each and every governor's meeting, declaration of personal interest is an agenda item. Should a governor have a conflict of interest they will be asked to leave the meeting and this will be minuted accordingly. Furthermore, in line with the Accounts Direction all related parties and transactions are reported to the DfE through the secure portal, which is the case for the rental of the church space.

**Meetings**

The governing body and its committees meet regularly to discharge their responsibilities ad ensure robust governance and effective management arrangements. The full governing body met five times. The audit and risk committee met four times. The resources committee met four times. The curriculum committee met four times, three committee meetings and one daytime school visits focusing on teaching and learning.

**Meetings**

Audit and Risk Committee

The audit and risk committee is a sub-committee of the main governing body. Its purpose is to advise the governing body on the adequacy of the trust's internal control framework, including financial and non-financial controls and risk management arrangements, directs a programme of internal scrutiny and considers the results and quality of external audit.

The annual planner ensured that the terms of reference, statutory tasks and policy reviews were covered through the year. Standing agenda items included — audit reports, safeguarding, health and safety, governing monitoring, policy review and risk management. In addition, the external auditors' reports were reviewed and arrangements for an internal scrutiny report were made. The governors' strategic statement and action plans were updated and then reviewed mid and end of year.

The committee has met four times this year. Attendance at meetings in the year was as follows:

| Governors | Meetings attended | Out of possible |
|---|---|---|
| Janet Ashton (Chair of Governors) | 4 | 4 |
| Dale Bradley | 4 | 4 |
| Helen Field (Accounting Officer) | 4 | 4 |
| David Hewlett (Vice Chair of Governors and Chair of Committee) | 4 | 4 |
| Diana Holloway | 3 | 4 |

Curriculum Committee

The curriculum committee is a sub-committee of the main governing body. Its purpose is to provide guidance, support and challenge on all strategic matters relating to curriculum provision, implementation, delivery and impact, and makes recommendations to the governing body for change.

The annual planner ensured that the terms of reference, statutory tasks and policy reviews were covered through the year. Standing agenda items included: assessment reports (including focus on the school development plan, SEND, pupil premium) and looked after children, curriculum updates, attendance, monitoring visits, policy review and risk identification.

The committee has met three times this year with one additional daytime visit to school focusing on teaching and learning aspects of the school development plan. The autumn term visit focussed on the roles of the teaching assistants and a discussion between governors and teaching assistants followed by children from each class sharing their class big books with individual governors. The spring and summer term visits were replaced with individual visits from governors to monitor enrichment provision. Attendance at meetings in the year was as follows:

| Governors | Meetings attended | Out of possible |
|---|---|---|
| Janet Ashton (Chair of Governors) | 3 | 4 |
| Christelle Avery-Earl | 4 | 4 |
| Helen Field (Accounting Officer) | 3 | 4 |
| Sarah Saleh (Chair of Committee) | 4 | 4 |

Two associate governors – Jo Rogers and Caroline Pinnington have also attended curriculum committee meetings during 2024-25.

**Resources Committee**

The resources committee is another subcommittee of the main governing body. The main functions of the committee are to exercise the financial and staffing powers and responsibilities delegated to it by the governing body and to advise the headteacher on general financial and staffing matters relating to the school.

The annual planner ensured that the terms of reference, statutory tasks and policy reviews were covered through the year. Standing agenda items included: finance (including budget monitoring), staffing, buildings, policy review and risk identification.

During the year staffing, budget and building issues were discussed at length. The findings from these were reported to the full governing body and monthly budget monitoring reports were uploaded on the secure governor page within the school website. As a result, governors maintained effective oversight of funds. The committee has also discussed and approved building plans with the intention of increasing teaching and learning spaces.

The committee has met 4 times this year. Attendance at the resources committee meetings in the year, was as follows:

| Governors | Meetings attended | Out of possible |
|---|---|---|
| Janet Ashton (Chair of Governors) | 4 | 4 |
| Dale Bradley | 4 | 4 |
| Helen Field (Accounting Officer) | 4 | 4 |
| David Hewlett (Vice Chair of Governors) | 4 | 4 |
| Diana Holloway (Chair of Committee) | 3 | 4 |
| Joe Procter-Nicholls | 4 | 4 |
| Natalie Smith | 4 | 4 |

**Governance reviews**

The governing body comprises nine governors plus the headteacher nine and two associate governors who are both staff. Each meeting that took place during the accounting period was quorate and all absences were approved.

The governing body has continued to review its overall membership and structure in accordance with the articles to ensure compliance with Academy Trust Handbook regulations and to ensure the school has a cohesive and dynamic body supporting the leadership team and driving forward the strategic development of the school.

Due to a change in circumstances on one governor, another governor previously appointed as an associate governor became a full parent governor in January 2025.

The terms of reference and scheme of delegation and annual planners were reviewed and updated ensuring that all statutory tasks and policy reviews were covered through the year.

Standing agenda items for the full governing body agendas are: headteacher's report. governor business and development, feedback from committees, policy reviews and risk identification. The main challenges for the governors were to support the leadership team in managing the impact of staff absence and illness whilst ensuring that governance and decision-making remained robust and effective.

At the end of the year, the governing body conducted a self-evaluation exercise to review its effectiveness and identify next steps and training and development needs. The governing body reviewed its performance against the key areas of board culture and practice, board structure, compliance and evaluation and impact The self-evaluation included reviews of the school development plan, the governors' strategic statement and governance action plan and the annual skills and training audits. Findings from the self-evaluation will guide revisions to plans and documents for 2025-26.

**Review of value for money**

As accounting officer, the headteacher has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

The accounting officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the governing body where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

Financial oversight and governance have been strengthened through robust challenge of spending and strategic decisions, with the continuation of the staffing structure to enhance leadership support and capacity with the continuation of the deputy head role and the additional headteacher role made permanent. Robust challenges occur at every meeting regarding our financial health.

The School offers wrap around care facilities. The demand for this has increased so to maximise potential income, the school increased staffing numbers to accommodate more pupils. The facility is now full in and is providing an increased income source.

Spending on staff development has continued throughout this year to enable staff members to be trained at a high enough level which, to be contracted out to other schools, generating income.

Throughout the academic year we have sought a competitive tendering process.

In order to ensure the trust's estate is safe, well maintained and complies with relevant legislation, the academy trust obtains professional surveys and advice in all aspects of the building and grounds. Should any report highlight remedial work the academy trust will obtain quotes to ensure best value for money from reputable tradespeople with the relevant checks and professional indemnity insurance prior to commencement of work. The trust is also a member of the RPA.

The main principles employed by the school to ensure best value include:

**Challenge -** to ensure that the school is performing well against KPIs, to consider the views of all stakeholders

**Compare -** to consider the school's pupil performance and financial performance compare with all schools and with similar schools.

**Consult -** to seek the views of stakeholders about the services the school provides.

These principles are applied when making decisions about:

- the allocation of resources to best promote the aims and values of the school;
- the targeting of resources to best improve standards and the quality of provision; and
- the use of resources to best support the various educational needs of all pupils.

The accounting officer for the academy has delivered improved value for money during the year by:

- making comparisons with other/similar schools using data provided by the LA and the government, e.g., ASP and FFT Aspire, quality of teaching & learning, levels of expenditure;
- setting challenging standards, examining them for effectiveness, efficiency, and cost, e.g., setting of annual pupil achievement targets;
- conducting regular in-house monitoring by the headteacher and curriculum leaders to analyse different key aspects of school provision;
- considering the deployment of staff to provide best value in terms of the quality of teaching, quality of learning, adult pupil ratio, and curriculum management;
- considering the allocation and use of teaching areas, support areas and communal areas, to provide the best environment for teaching and learning;
- promoting high standards in the deployment and care of equipment, materials and services to provide pupils and staff with resources which support quality of teaching and quality of learning;
- performing regular reviews of the curriculum and quality of teaching to provide parents and pupils with a high standard of provision;
- reviewing the quality of children's learning, by cohort, class and group, to provide teaching which enables children to achieve nationally expected progress e.g., setting of annual pupil achievement targets;
- developing procedures for assessing need and obtaining goods and services which provide "best value" in terms of suitability, efficiency, time, and cost.

Measures already in place include:

- purchasing procedures within Financial Regulations (e.g., limits of spend requiring quotations or tender) procedures for accepting "best value" quotes, which are not necessarily the cheapest (e.g., suitability for purpose and quality of workmanship)
- reviewing the quality of the school environment and equipment, carrying out risk assessments where appropriate, to provide a safe working environment for pupils, staff and visitors.

**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 Suckley School for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

The school business manager has developed a system of controls and checks and holds regular meetings with the headteacher, and chair of resources committee to review finances. The Finance Policy details the procedures and systems to be used by all budget holders. A copy of this is available to all budget holders and staff are aware that all purchases and contracts must be entered into only by the headteacher. The Financial Regulations in place govern how the financial systems and procedures are managed, in line with the Academies Trust Handbook. Risk management is driven by governors and headteacher and is reviewed termly.

This year the school business manager and resources committee have produced a three-year budget forecast.

In relation to risk, staff are trained to be aware of risks and understand how to manage risks through mitigation procedures. The academy learns from outside networking and through sharing information and good practice. The governors have reviewed the identified key risks to which the academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The full governing body has responsibility for the ongoing risk management and has delegated to the audit and risk committee the ongoing process for identifying, evaluating and managing the academy significant risks with the full governing body informed of any significant changes or additions to the risk register. This review mechanism 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 Financial Statements.

**Capacity to handle risk**

The governing body 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 governing body 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 financial statements. This process is regularly reviewed by the governing body.

**The risk and control framework**

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

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

The governing body has decided not to appoint an auditor for this purpose. However, the governors have appointed David Hewlett, vice chair of governors, to carry out a programme of internal checks. The checks were in the following four areas of potential risk:

1. Budgetary controls
2. Cyber security
3. Procurement - especially in the context of a classroom extension project
4. The estate and building

The completed internal scrutiny report was agreed by the audit and risk committee then presented to the full governing body. The accounting officer has been advised of the implications of the result of their review and a plan to address weaknesses and ensure continuous improvement of the system is in place. No significant control issues were identified, and no remedial action was needed.

Monthly financial reports are uploaded to the governor secure page on the school website, in a timely manner in line with the Academies Trust Handbook. Scrutiny of the financial position of the school is discussed at the audit and risk and resources committees meetings held each term. In addition, Suckley School has appointed JD Financial Services which will give support and advice on financial matters.

The risk register is reviewed and updated regularly by the audit and risk committee when risks identified at other committee and full governing body meetings are added and reviewed. The committee challenges the headteacher on the identification of risks, the management action taken and the residual risks. The audit and risk committee reports on the risk register to the full governing body.

These arrangements provide reasonable assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected within a timely period.

**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 the two non-employed Trustees performing internal checks;
- the work of the external auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Audit and Risk Committee and a plan to address weaknesses if relevant and ensure continuous improvement of the system is in place.

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

Approved by order of the governing body on 27 November 2025 and signed on its behalf by:

J.E. Ashton

Janet Ashton
**Chair**

H. Field

Helen Field
**Accounting Officer**

# SUCKLEY SCHOOL

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

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

As accounting officer of Suckley School, 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 the Department for Education (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 governing body 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 governing body are able to identify any material irregular or improper use of all funds by the academy trust, 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 governing body and DfE.

H. Field

Helen Field
**Accounting Officer**

27 November 2025

# SUCKLEY SCHOOL

## STATEMENT OF GOVERNORS' RESPONSIBILITIES

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

The governors (who act as trustees for Suckley School and are also the directors of Suckley School for the purposes of company law) are responsible for preparing the governors' report and the financial statements in accordance with the Academies Accounts Direction 2024 to 2025 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 governors to prepare financial statements for each financial year. Under company law, the governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing these financial statements, the governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the governing body on 27 November 2025 and signed on its behalf by:

J.E. Ashton.

Janet Ashton
**Chair**

# SUCKLEY SCHOOL

## INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SUCKLEY SCHOOL

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

**Opinion**

We have audited the financial statements of Suckley School for the year ended 31 August 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 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 governors' 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 governors with respect to going concern are described in the relevant sections of this report.

**Other information**

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

We have nothing to report in this regard.

**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 governors' report including the incorporated strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the governors' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

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

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

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

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

**Responsibilities of governors**

As explained more fully in the statement of governors' responsibilities, the governors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the governors are responsible for assessing the 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 governors either intend to liquidate the charitable company, or have no realistic alternative but to do so.

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

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

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

## INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SUCKLEY SCHOOL (CONTINUED)

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

Based on our understanding of the academy and the education sector, we identified that the principal risks of non-compliance with laws and regulations including those that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities SORP and the Academies Accounts Direction 2024 to 2025, and the extent to which non-compliance might have a material effect on the financial statements. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to income and management bias in accounting estimates and judgemental areas of the financial statements the pension scheme deficit. The audit procedures that we performed in response to this risk included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal audit reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the rationale of any significant transactions outside the normal course of business.
- Reviewing the assumptions made by management and actuaries in relation to the pension scheme deficit and challenging the appropriateness thereof.
- Designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing.

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

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

**Use of our report**

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



**Colm McGrory FCA (Senior Statutory Auditor)**
For and on behalf of Ormerod Rutter Limited, Statutory Auditor
Chartered Accountants
The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

Date: 08/12/2025

# SUCKLEY SCHOOL

## INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO SUCKLEY SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION

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

In accordance with the terms of our engagement letter dated 15 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 Suckley School 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 Suckley School 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 Suckley School 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 Suckley School and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of the accounting officer of Suckley School and the reporting accountant**

The accounting officer is responsible, under the requirements of Suckley School'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 Accountant of Academy Trusts issued by the 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.

Our work undertaken to draw our conclusion includes a review of the design and implementation of the charitable company's internal controls and review processes on regularity, supported by detailed tests on samples of costs incurred by the charitable company and specific transactions identified from our review.

## INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO SUCKLEY SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)

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

**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.

Ormerod Rutter

**Reporting Accountant**
Ormerod Rutter Limited
The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

Date: 08/12/2025

# SUCKLEY SCHOOL

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

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

| | Notes | Unrestricted funds £ | Restricted funds: General £ | Restricted funds: Fixed asset £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|---|---|
| **Income and endowments from:** | | | | | | |
| Donations and capital grants | 3 | - | 1,981 | 51,102 | 53,083 | 15,530 |
| Charitable activities: | | | | | | |
| - Funding for educational operations | 4 | - | 739,251 | - | 739,251 | 675,305 |
| Investments | 5 | 12 | - | - | 12 | 11 |
| **Total** | | 12 | 741,232 | 51,102 | 792,346 | 690,846 |
| **Expenditure on:** | | | | | | |
| Charitable activities: | | | | | | |
| - Educational operations | 7 | - | 688,297 | 14,562 | 702,859 | 707,207 |
| **Total** | 6 | - | 688,297 | 14,562 | 702,859 | 707,207 |
| **Net income/(expenditure)** | | 12 | 52,935 | 36,540 | 89,487 | (16,361) |
| Transfers between funds | 15 | - | (10,962) | 10,962 | - | - |
| **Other recognised gains/(losses)** | | | | | | |
| Actuarial losses on defined benefit pension schemes | 17 | - | (11,000) | - | (11,000) | (5,000) |
| **Net movement in funds** | | 12 | 30,973 | 47,502 | 78,487 | (21,361) |
| **Reconciliation of funds** | | | | | | |
| Total funds brought forward | | 9,085 | 37,021 | 1,087,656 | 1,133,762 | 1,155,124 |
| Total funds carried forward | | 9,097 | 67,994 | 1,135,158 | 1,212,249 | 1,133,763 |

# SUCKLEY SCHOOL

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

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

| Comparative year information Year ended 31 August 2024 | Notes | Unrestricted funds £ | Restricted funds: General £ | Restricted funds: Fixed asset £ | Total 2024 £ |
|---|---|---|---|---|---|
| **Income and endowments from:** | | | | | |
| Donations and capital grants | 3 | - | 10,562 | 4,968 | 15,530 |
| Charitable activities: | | | | | |
| - Funding for educational operations | 4 | - | 675,305 | - | 675,305 |
| Investments | 5 | 11 | - | - | 11 |
| **Total** | | 11 | 685,867 | 4,968 | 690,846 |
| **Expenditure on:** | | | | | |
| Charitable activities: | | | | | |
| - Educational operations | 7 | - | 684,596 | 22,611 | 707,207 |
| **Total** | 6 | - | 684,596 | 22,611 | 707,207 |
| **Net income/(expenditure)** | | 11 | 1,271 | (17,643) | (16,361) |
| Transfers between funds | 15 | - | (7,173) | 7,173 | - |
| **Other recognised gains/(losses)** | | | | | |
| Actuarial losses on defined benefit pension schemes | 17 | - | (5,000) | - | (5,000) |
| **Net movement in funds** | | 11 | (10,902) | (10,470) | (21,361) |
| **Reconciliation of funds** | | | | | |
| Total funds brought forward | | 9,074 | 47,924 | 1,098,126 | 1,155,124 |
| Total funds carried forward | | 9,085 | 37,022 | 1,087,656 | 1,133,763 |

# SUCKLEY SCHOOL

## BALANCE SHEET

## *AS AT 31 AUGUST 2025*

| | Notes | 2025 £ | 2025 £ | 2024 £ | 2024 £ |
|---|---|---|---|---|---|
| **Fixed assets** | | | | | |
| Tangible assets | 11 | | 1,078,706 | | 1,079,519 |
| **Current assets** | | | | | |
| Debtors | 12 | 8,158 | | 10,307 | |
| Cash at bank and in hand | | 176,808 | | 84,781 | |
| | | 184,966 | | 95,088 | |
| **Current liabilities** | | | | | |
| Creditors: amounts falling due within one year | 13 | (51,423) | | (40,844) | |
| **Net current assets** | | | 133,543 | | 54,244 |
| **Net assets excluding pension asset** | | | 1,212,249 | | 1,133,763 |
| Defined benefit pension scheme asset | 17 | | - | | - |
| **Total net assets** | | | 1,212,249 | | 1,133,763 |
| **Funds of the academy trust:** | | | | | |
| **Restricted funds** | 15 | | | | |
| - Fixed asset funds | | | 1,135,158 | | 1,087,656 |
| - Restricted income funds | | | 67,994 | | 37,022 |
| **Total restricted funds** | | | 1,203,152 | | 1,124,678 |
| **Unrestricted income funds** | 15 | | 9,097 | | 9,085 |
| **Total funds** | | | 1,212,249 | | 1,133,763 |

The financial statements on pages 29 to 48 were approved by the governors and authorised for issue on 27 November 2025 and are signed on their behalf by:

J.E. Ashton

Janet Ashton
**Chair**

Company registration number 07697002 (England and Wales)

# SUCKLEY SCHOOL

## STATEMENT OF CASH FLOWS

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

| | Notes | 2025 £ | 2025 £ | 2024 £ | 2024 £ |
|---|---|---|---|---|---|
| **Cash flows from operating activities** | | | | | |
| Net cash provided by/(used in) operating activities | **18** | | 51,875 | | (25,167) |
| **Cash flows from investing activities** | | | | | |
| Dividends, interest and rents from investments | | 12 | | 11 | |
| Capital funding received from sponsors and others | | 51,102 | | 4,968 | |
| Purchase of tangible fixed assets | | (10,962) | | (7,173) | |
| **Net cash provided by/(used in) investing activities** | | | 40,152 | | (2,194) |
| **Net increase/(decrease) in cash and cash equivalents in the reporting period** | | | 92,027 | | (27,361) |
| Cash and cash equivalents at beginning of the year | | | 84,781 | | 112,142 |
| **Cash and cash equivalents at end of the year** | | | 176,808 | | 84,781 |
| **Relating to:** | | | | | |
| Bank and cash balances | | | 120,356 | | 76,644 |
| Short term deposits | | | 56,452 | | 8,137 |

## 1 Accounting policies

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

### 1.1 Basis of preparation

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

### 1.2 Going concern

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

### 1.3 Income

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

Grants

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

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

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

Donations

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

Other income

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

**1 Accounting policies** **(Continued)**

**1.4 Expenditure**

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

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

Charitable activities

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

**1.5 Tangible fixed assets and depreciation**

Assets costing £500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives.

Depreciation is provided on the following bases:

| | |
|---|---|
| Long-term leasehold land and buildings | Over the length of the lease |
| Leasehold improvements | 2% straight line |
| Assets under construction | Not depreciated |
| Computer equipment | 33% straight line |
| Fixtures, fittings & equipment | 15% 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.

**1.6 Liabilities**

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

**1.7 Leased assets**

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

**1 Accounting policies** **(Continued)**

**1.8 Financial instruments**

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

Financial assets

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

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

Financial liabilities

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

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

**1.9 Taxation**

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

**1.10 Pensions benefits**

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

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

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

**1 Accounting policies** **(Continued)**

**1.11 Fund accounting**

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

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

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

**2 Critical accounting estimates and areas of judgement**

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 17, will impact on the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 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.

**3 Donations and capital grants**

| | Unrestricted funds £ | Restricted funds £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|
| Other donations | - | 53,083 | 53,083 | 15,530 |

## 4 Funding for the academy trust's educational operations

| | Unrestricted funds £ | Restricted funds £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|
| **DfE/ESFA grants** | | | | |
| General annual grant (GAG) | - | 564,955 | 564,955 | 533,263 |
| Other DfE/ESFA grants: | | | | |
| - Pupil premium | - | 22,399 | 22,399 | 26,805 |
| - Other | - | 105,964 | 105,964 | 71,353 |
| | - | 693,318 | 693,318 | 631,421 |
| **Other incoming resources** | - | 45,933 | 45,933 | 43,884 |
| **Total funding** | - | 739,251 | 739,251 | 675,305 |

## 5 Investment income

| | Unrestricted funds £ | Restricted funds £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|
| Short term deposits | 12 | - | 12 | 11 |

## 6 Expenditure

| | Staff costs £ | Non-pay expenditure Premises £ | Non-pay expenditure Other £ | Total 2025 £ | Total 2024 £ |
|---|---|---|---|---|---|
| Academy's educational operations | | | | | |
| - Direct costs | 463,470 | - | 44,295 | 507,765 | 492,869 |
| - Allocated support costs | 77,774 | 50,491 | 66,829 | 195,094 | 214,338 |
| | 541,244 | 50,491 | 111,124 | 702,859 | 707,207 |

| **Net income/(expenditure) for the year includes:** | 2025 £ | 2024 £ |
|---|---|---|
| Depreciation of tangible fixed assets | 11,775 | 21,539 |
| Fees payable to auditor for: | | |
| - Audit | 7,290 | 6,885 |
| - Other services | 3,040 | 2,865 |
| Net interest on defined benefit pension liability | (2,000) | - |

## 7 Charitable activities

| All from restricted funds: | 2025 £ | 2024 £ |
|---|---|---|
| **Direct costs** | | |
| Educational operations | 507,765 | 492,869 |
| **Support costs** | | |
| Educational operations | 195,094 | 214,338 |
| | 702,859 | 707,207 |

**Analysis of support costs**

| | 2025 £ | 2024 £ |
|---|---|---|
| Support staff costs | 77,774 | 80,844 |
| Depreciation | 11,775 | 21,539 |
| Technology costs | 10,820 | 14,313 |
| Premises costs | 38,716 | 40,650 |
| Legal costs | 12,585 | 10,889 |
| Other support costs | 32,904 | 36,353 |
| Governance costs | 10,520 | 9,750 |
| | 195,094 | 214,338 |

## 8 Staff

**Staff costs**

Staff costs during the year were:

| | 2025 £ | 2024 £ |
|---|---|---|
| Wages and salaries | 405,941 | 405,814 |
| Social security costs | 28,549 | 24,818 |
| Pension costs | 98,040 | 88,497 |
| Staff costs - employees | 532,530 | 519,129 |
| Agency staff costs | 8,714 | 9,816 |
| | 541,244 | 528,945 |
| Staff development and other staff costs | 2,209 | 2,109 |
| Total staff expenditure | 543,453 | 531,054 |

## 8 Staff (Continued)

**Staff numbers**

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

| | 2025 Number | 2024 Number |
|---|---|---|
| Teachers | 6 | 8 |
| Administration and support | 12 | 15 |
| Management | 3 | 2 |
| | 21 | 25 |

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

| | 2025 Number | 2024 Number |
|---|---|---|
| Teachers | 4 | 4 |
| Administration and support | 5 | 5 |
| Management | 2 | 2 |
| | 11 | 11 |

**Higher paid staff**

No employee received remuneration amounting to more than £60,000 in either year.

**Key management personnel**

The key management personnel of the academy trust comprise the governors and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £169,527 (2024: £154,545).

## 9 Governors' remuneration and expenses

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

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

Helen Field (accounting officer and trustee):

- Remuneration £50,000 - £55,000 (2024: £45,000-£50,000)
- Employer's pension contributions £15,000 - £20,000 (2024: £10,000-£15,000)

During the year, expenses for goods purchased for the School totalling £271 (2024: £249) were reimbursed or paid directly to 1 Governor (2024: 1 governors).

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

## 10 Governors' and officers' insurance

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

## 11 Tangible fixed assets

| | Long-term leasehold land and buildings | Leasehold improvements | Assets under construction | Computer equipment | Fixtures, fittings & equipment | Total |
|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ |
| **Cost** | | | | | | |
| At 1 September 2024 | 813,437 | 423,066 | - | 52,586 | 19,381 | 1,308,470 |
| Additions | - | 1,536 | 9,426 | - | - | 10,962 |
| At 31 August 2025 | 813,437 | 424,602 | 9,426 | 52,586 | 19,381 | 1,319,432 |
| **Depreciation** | | | | | | |
| At 1 September 2024 | 77,663 | 83,171 | - | 52,000 | 16,117 | 228,951 |
| Charge for the year | 2,329 | 8,492 | - | 393 | 561 | 11,775 |
| At 31 August 2025 | 79,992 | 91,663 | - | 52,393 | 16,678 | 240,726 |
| **Net book value** | | | | | | |
| At 31 August 2025 | 733,445 | 332,939 | 9,426 | 193 | 2,703 | 1,078,706 |
| At 31 August 2024 | 735,774 | 339,895 | - | 586 | 3,264 | 1,079,519 |

The long-term leasehold land and buildings are subject to a 125 year lease from the Local Authority for peppercorn rent.

## 12 Debtors

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Other debtors | 426 | 1,076 |
| Prepayments and accrued income | 7,732 | 9,231 |
| | 8,158 | 10,307 |

## 13 Creditors: amounts falling due within one year

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Other taxation and social security | 20,247 | 18,118 |
| Accruals and deferred income | 31,176 | 22,726 |
| | 51,423 | 40,844 |

## 14 Deferred income

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Deferred income is included within: | | |
| Creditors due within one year | 18,445 | 11,077 |
| Deferred income at 1 September 2024 | 11,077 | 9,955 |
| Released from previous years | (11,077) | (9,955) |
| Resources deferred in the year | 18,445 | 11,077 |
| Deferred income at 31 August 2025 | 18,445 | 11,077 |

Included within deferred income is UIFSM received early relating to the next financial year as well as Section 106 funding from Worcestershire County Council.

## 15 Funds

| | Balance at 1 September 2024 | Income | Expenditure | Gains, losses and transfers | Balance at 31 August 2025 |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ |
| **Restricted general funds** | | | | | |
| General Annual Grant (GAG) | 37,021 | 564,955 | (523,020) | (10,962) | 67,994 |
| Pupil premium | - | 22,399 | (22,399) | - | - |
| Other DfE/ESFA grants | - | 105,964 | (105,964) | - | - |
| Other income | - | 47,914 | (47,914) | - | - |
| Pension reserve | - | - | 11,000 | (11,000) | - |
| | 37,021 | 741,232 | (688,297) | (21,962) | 67,994 |
| **Restricted fixed asset funds** | | | | | |
| DfE group capital grants | 1,079,519 | - | (11,775) | 1,536 | 1,069,280 |
| Section 106 | - | - | - | 9,426 | 9,426 |
| Devolved formula capital | 8,137 | 51,102 | (2,787) | - | 56,452 |
| | 1,087,656 | 51,102 | (14,562) | 10,962 | 1,135,158 |
| **Total restricted funds** | 1,124,677 | 792,334 | (702,859) | (11,000) | 1,203,152 |
| **Unrestricted funds** | | | | | |
| General funds | 9,085 | 12 | - | - | 9,097 |
| **Total funds** | 1,133,762 | 792,346 | (702,859) | (11,000) | 1,212,249 |

**15 Funds** **(Continued)**

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

The restricted general fund includes grants receivable from the DfE, LA and other government grants towards the operating activities of the Academy administered by the charitable company. Other Restricted funds are in relation to money received from donations for specific purposes, music tuition and school visits.

Income allocated to the restricted fixed asset fund is in relation to Devolved Formula Capital and Section 106 and is received in respect of general or specific capital projects.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2025.

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

| | Balance at 1 September 2023 £ | Income £ | Expenditure £ | Gains, losses and transfers £ | Balance at 31 August 2024 £ |
|---|---|---|---|---|---|
| **Restricted general funds** | | | | | |
| General Annual Grant (GAG) | 50,924 | 533,263 | (539,992) | (7,173) | 37,022 |
| Pupil premium | - | 26,805 | (26,805) | - | - |
| Other DfE/ESFA grants | - | 71,353 | (71,353) | - | - |
| Other restricted funds | - | 54,446 | (54,446) | - | - |
| Pension reserve | (3,000) | - | 8,000 | (5,000) | - |
| | 47,924 | 685,867 | (684,596) | (12,173) | 37,022 |
| **Restricted fixed asset funds** | | | | | |
| DfE group capital grants | 1,093,885 | - | (21,539) | 7,173 | 1,079,519 |
| Devolved formula capital | 4,241 | 4,968 | (1,072) | - | 8,137 |
| | 1,098,126 | 4,968 | (22,611) | 7,173 | 1,087,656 |
| **Total restricted funds** | 1,146,050 | 690,835 | (707,207) | (5,000) | 1,124,678 |
| **Unrestricted funds** | | | | | |
| General funds | 9,074 | 11 | - | - | 9,085 |
| **Total funds** | 1,155,124 | 690,846 | (707,207) | (5,000) | 1,133,763 |

## 16 Analysis of net assets between funds

| | Unrestricted Funds | Restricted funds: General | Restricted funds: Fixed asset | Total Funds |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **Fund balances at 31 August 2025 are represented by:** | | | | |
| Tangible fixed assets | - | - | 1,078,706 | 1,078,706 |
| Current assets | 60,520 | 67,994 | 56,452 | 184,966 |
| Current liabilities | (51,423) | - | - | (51,423) |
| **Total net assets** | 9,097 | 67,994 | 1,135,158 | 1,212,249 |

| | Unrestricted Funds | Restricted funds: General | Restricted funds: Fixed asset | Total Funds |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| **Fund balances at 31 August 2024 are represented by:** | | | | |
| Tangible fixed assets | - | - | 1,079,519 | 1,079,519 |
| Current assets | 49,929 | 37,022 | 8,137 | 95,088 |
| Current liabilities | (40,844) | - | - | (40,844) |
| **Total net assets** | 9,085 | 37,022 | 1,087,656 | 1,133,763 |

## 17 Pension and similar obligations

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

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

Contributions amounting to £8,124 were payable to the schemes at 31 August 2025 (2024: £7,951) and are included within creditors.

### Teachers' Pension Scheme

**Introduction**

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

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

**17 Pension and similar obligations** **(Continued)**

**Valuation of the Teachers' Pension Scheme**

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

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

The key elements of the valuation and subsequent consultation 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 was implemented on 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

The employer's pension costs paid to the TPS in the period amounted to £74,506 (2024: £62,910).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 20.2% for employers and 12.5% for employees.

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

**17 Pension and similar obligations** (Continued)

| **Total contributions made** | **2025** | **2024** |
|---|---|---|
| | **£** | **£** |
| Employer's contributions | 33,000 | 35,000 |
| Employees' contributions | 8,000 | 9,000 |
| Total contributions | 41,000 | 44,000 |

| **Principal actuarial assumptions** | **2025** | **2024** |
|---|---|---|
| | **%** | **%** |
| Rate of increase in salaries | 4.2 | 4.2 |
| Rate of increase for pensions in payment/inflation | 2.7 | 2.7 |
| Discount rate for scheme liabilities | 6.1 | 5.0 |

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

| | **2025** | **2024** |
|---|---|---|
| | **Years** | **Years** |
| Retiring today | | |
| - Males | 21.5 | 21.2 |
| - Females | 23.7 | 23.6 |
| Retiring in 20 years | | |
| - Males | 22.7 | 22.5 |
| - Females | 25.5 | 25.4 |

**Sensitivity analysis**

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

| **The academy trust's share of the assets in the scheme** | **2025** | **2024** |
|---|---|---|
| | **Fair value** | **Fair value** |
| | **£** | **£** |
| Equities | 398,480 | 334,330 |
| Bonds | 41,020 | 39,920 |
| Property | 134,780 | 119,760 |
| Other assets | 11,720 | 4,990 |
| Total market value of assets | 586,000 | 499,000 |
| Restriction on scheme assets | (171,000) | (31,000) |
| Net assets recognised | 415,000 | 468,000 |

The actual return on scheme assets was £48,000 (2024: £55,000).

**17 Pension and similar obligations** **(Continued)**

| **Amount recognised in the statement of financial activities** | **2025** | **2024** |
|---|---|---|
| | **£** | **£** |
| Current service cost | 24,000 | 27,000 |
| Interest income | (26,000) | (22,000) |
| Interest cost | 24,000 | 22,000 |
| Total amount recognised | 22,000 | 27,000 |

The net gain recognised on scheme assets has been restricted because the full pension surplus is not expected to be recovered through refunds or reduced contributions in the future.

| **Changes in the present value of defined benefit obligations** | **2025** | **2024** |
|---|---|---|
| | **£** | **£** |
| At 1 September 2024 | 468,000 | 408,000 |
| Current service cost | 24,000 | 27,000 |
| Interest cost | 24,000 | 22,000 |
| Employee contributions | 8,000 | 9,000 |
| Actuarial (gain)/loss | (107,000) | 7,000 |
| Benefits paid | (2,000) | (5,000) |
| At 31 August 2025 | 415,000 | 468,000 |

**Changes in the fair value of the academy trust's share of scheme assets**

| | **2025** | **2024** |
|---|---|---|
| | **£** | **£** |
| At 1 September 2024 | 499,000 | 405,000 |
| Interest income | 26,000 | 22,000 |
| Actuarial gain | 22,000 | 33,000 |
| Employer contributions | 33,000 | 35,000 |
| Employee contributions | 8,000 | 9,000 |
| Benefits paid | (2,000) | (5,000) |
| At 31 August 2025 | 586,000 | 499,000 |
| Restriction on scheme assets | (171,000) | (31,000) |
| Net assets recognised | 415,000 | 468,000 |

## 18 Reconciliation of net income/(expenditure) to net cash flow from operating activities

| | Notes | 2025 £ | 2024 £ |
|---|---|---|---|
| Net income/(expenditure) for the reporting period (as per the statement of financial activities) | | 89,486 | (16,361) |
| Adjusted for: | | | |
| Capital grants from DfE and other capital income | | (51,102) | (4,968) |
| Investment income receivable | 5 | (12) | (11) |
| Defined benefit pension costs less contributions payable | 17 | (9,000) | (8,000) |
| Defined benefit pension scheme finance income | 17 | (2,000) | - |
| Depreciation of tangible fixed assets | | 11,775 | 21,539 |
| Decrease in debtors | | 2,149 | 3,778 |
| Increase/(decrease) in creditors | | 10,579 | (21,144) |
| **Net cash provided by/(used in) operating activities** | | 51,875 | (25,167) |

## 19 Analysis of changes in net funds

| | 1 September 2024 £ | Cash flows £ | 31 August 2025 £ |
|---|---|---|---|
| Cash | 76,644 | 43,712 | 120,356 |
| Cash equivalents | 8,137 | 48,315 | 56,452 |
| | 84,781 | 92,027 | 176,808 |

## 20 Long-term commitments

**Operating leases**

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

| | 2025 £ | 2024 £ |
|---|---|---|
| Amounts due within one year | 4,456 | 2,328 |
| Amounts due in two and five years | 3,681 | 1,164 |
| | 8,137 | 3,492 |

## 21 Capital commitments

| | 2025 | 2024 |
|---|---|---|
| | £ | £ |
| Expenditure contracted for but not provided in the financial statements | 113,642 | - |

Suckley School have been awarded a section 106 grant from Worcestershire County Council in relation to an extension to a classroom and ramp.

This asset was under construction at the year end and Suckley School are committed to remainder of the project costs to complete.

## 22 Related party transactions

Expenditure related party transactions

Suckley PCC - of which Diana Holloway is a trustee. During the year payments totalling £8,000 (2024: £8,000) were paid to the connected charity for hire of the church.

There were no amounts outstanding at 31 August 2025 (2024: £nil).

The above transaction has complied with the requirements of the Academy Trust Handbook.

Income related party transactions

Suckley Friends (PTA) - registered charity which was set up for the sole purpose of supporting the school. During the year funds were donated totalling £1,981 (2024: £450) which were used to support the school in various areas.

There are no amounts outstanding at 31 August 2025 (2024: £nil).

## 23 Members' liability

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