

Company registration number 07697002 (England and Wales)

SUCKLEY SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2023

SUCKLEY SCHOOL

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SUCKLEY SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Duane Berry
John Burton
Dianne Holloway
Louise Ruane
Karen Smith

Governors

Janet Ashton (Chair)
Duane Berry (Resigned 8 December 2022)
Dale Bradley (Appointed 2 October 2023)
Helen Field (Accounting Officer)
David Hewlett
Diana Holloway
Lisa Reynolds (Resigned 13 July 2023)
Natalie Smith
Sarah Saleh
Linda Taylor (Resigned 12 July 2023)

Staff Advisors

Joanne Rogers
Caroline Pinnington

Senior management team

Helen Field	- Head Teacher
Joanne Rogers	- QTS Deputy Head/ Head Teacher
Joy Tomlinson	- Business Manager

Company secretary

Trevor Jones

Company registration number

07697002 (England and Wales)

Registered office

Church Lane
Suckley
Worcester
Worcestershire
WR6 5DE

Independent auditor

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

Bankers

Lloyds Bank Plc
48 Belle Vue Terrace
Malvern
Worcestershire
WR14 4QG

SUCKLEY SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors

Harrison Clark Rickerbys LLP
Ellenborough House
Wellington Street
Cheltenham
Gloucestershire
GL50 1YD

SUCKLEY SCHOOL

GOVERNORS' REPORT

FOR THE YEAR ENDED 31 AUGUST 2023

The Governors present their annual report together with the accounts and auditor's report of the charitable company for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

The Academy 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. The school receives pupils from its immediate catchment, some from local communities, 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 2022 the school benefitted from an ICT upgrade including improved Wi-Fi infrastructure, installation of new servers, PCs and IWBs.

The school was judged to be Outstanding at its most recent OFSTED visit in January 2014.

Suckley School is organised into four classes, all with a teacher and teaching assistant, and has a non-class based headteacher. The deputy head has both non-class based and class-based responsibilities and has a headteacher role for 1 day a week. The number of children receiving support for SEND is higher than national, the numbers of English as an Additional Language (EAL) is lower.

A significant number of these 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. They provide term time care from 8.10am to 5.30pm. 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 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.

The charitable company operates as Suckley School.

The Governors are the trustees of Suckley School and are also the directors of the charitable company for the purposes of company law. Details of the Governors who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

Members' liability

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

Governors' indemnities

No third-party indemnities have been provided by the Trust to any third parties on behalf of any of the Trustees.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 (agreed by the 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 board of governors (known as 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: resources, curriculum, and audit and risk. 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.

Risk management

The school keeps a risk register, which is updated regularly and monitored by the audit and risk committee.

The most significant risk would be the loss of pupil numbers as the school must draw from out of its very small catchment to maintain the PAN. Currently the school draws approximately half of its pupils from within catchment. Loss of numbers could result from poor academic results, loss of confidence in the school and its reputation, poor leadership etc., however the school is currently oversubscribed, is at or over PAN in 3 out of 4 classes and has a waiting list for most year groups.

The buildings are currently in good repair and fit for purpose. Any change in this could lead to financial risk.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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.

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 2022-23 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 £5,425. This was used for capital expenditure to replace playground equipment, transport to whole school events/activities and gifts for Year 6 leavers.

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. 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. Going forward it is the intention of the school to work with the PCC to fund a library within this area for the use of the children at the school.

In addition to the donations received from Suckley Friends, the school received donations from local charities, totalling £3,183. This enabled the school to purchase waterproofs for forest school sessions for the whole school and construct a reading shed which is used during lunchtimes and playtimes to provide a quiet, calm area to read and relax which has supported the children's mental health and well-being in addition to providing further reading for pleasure opportunities.

Suckley 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

The overarching aim of Suckley School is to provide an outstanding educational provision for the families of the community and beyond. We lay down the foundations of new initiatives and strive to further enhance the quality of teaching and learning in the school, this allows us to maximise the opportunities for all students and allow them to realise their true potential. Accordingly, the schools 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 wider community, irrespective of age, position, race, gender background or ability.
- To prepare children to reach their true potential for future learning, as responsible citizens in the modern world.
- To ensure that our curriculum supports wellbeing by promoting healthy lifestyles for all.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Objectives, strategies and activities

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

During 2022-23, the governing body developed a five-year strategic statement and from that developed a one-year action plan.

Five Year Strategic Statement:

Suckley School is a thriving, rural school distinguished by its expertise as a Trauma informed school and its approved Forest School status. While it draws children from a wide catchment area it has connections with the local community in Suckley and the neighbouring parish church which it uses for its hall and for a wide variety of activities.

This strategic plan is designed:

1. To provide a long-term strategy agreed by the headteacher and governors as an overarching statement of goals and aspirations which will shape and inform decision making.
2. To ensure a sustainable future in which the school can continue to thrive and achieve the best outcomes for its children.
3. To strengthen the ability of senior leaders and governors to provide clear, strategic intent, which can be communicated to stakeholders and potential partners and funders.

The headteacher, senior leadership team and governors agree the following strategic priorities for the next quinquennium. They are:

- A. Developing formal, collaborative partnerships with other local/regional schools
- B. Developing the school building and the space provided in the parish church
- C. Strengthening the resources of the school by targeted fund raising and funded initiatives

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Governance Action Plan:

The one-year action plan was developed from this strategic statement. The main objectives for Suckley School during 2022-23 were centred around four strategic 'anchors':

1. Teaching and Learning
2. Leadership
3. Resources
4. Collaboration

To fulfil these aims the governing body agreed the following priorities for 2022-23:

1. Teaching and Learning
 - 1.1. To support and challenge teachers to develop a rich, ambitious, broad, balanced and inclusive curriculum to meet the needs of all pupils
 - 1.2. To support the recruitment, training and retention of a highly skilled and professional workforce
2. Leadership
 - 2.1. To provide strong governance to drive forward school improvement
 - 2.2. To support and challenge the headteacher to nurture a culture of trust and confidence in which all can thrive
 - 2.3. To ensure pupil and staff wellbeing is of high priority
3. Resources
 - 3.1. To ensure the building and its grounds are safe and secure and well maintained to meet the needs of children and staff
 - 3.2. To develop the building so that it is more efficient and effective
 - 3.3. Explore opportunities to extend provision for wrap around care and early years
 - 3.4. Actively seek and win funding to support development of the school building and facilities
4. Collaboration
 - 4.1. To respond to the challenge of the 2022 White Paper that envisages all schools being in a large MAT by 2030
 - 4.2. To support and challenge the headteacher to explore and develop partnerships with other school which benefit staff and pupils
 - 4.3. To develop a robust and proved model of effective partnership and collaboration with other schools

Public benefit

The Governors have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

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 including the Headteacher regularly seek 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, Birmingham University and Worcester University. The school also took part in various charity fund raising initiatives including NSPCC, Midlands Air Ambulance and our local food bank.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Strategic report

Achievements and performance

	2022	2022 National	2023 School		2023 National
			Teacher Assessment	Test	
EYFS	40 %	65.2%	84.6%		
Phonics Y1	92 % / 50	75%		66.6%	
Y2 ARE+ Reading	82 %	68 %	70%		69%
Y2 ARE+ Writing	55 %	58 %	60%		61%
Y2 ARE+ Maths	82 %	69 %	80%		72%
Y2 GD Reading	27 %	18 %	30%		
Y2 GD Writing	9 %	8 %	10%		
Y2 GD Maths	18 %	15 %	20%		
Y6 ARE+ Reading	81 %	75 %	89.2%	67%	73%
Y6 ARE+ Writing	81 %	71 %	78%		71%
Y6 ARE+ Maths	72 %	73 %	67.1%	56%	73%
Y6 GD Reading	27 %	28 %	22%	33%	29%
Y6 GD Writing	27 %	13 %	22%		13%
Y6 GD Maths	27 %	23 %	22%	11%	24%
Y6 Science	91 %	79 %	89%		

Green= in line or above national average (based upon last years national average results which have not yet been released for this year).

The school were aware of the performance of the Y6 cohort and the Y1 cohort completing the phonics screening test. Both cohorts were tracked and monitored closely, despite not making national average attainment in all areas, significant progress was made from their starting points.

The continued use of the improved Rainbow Room, which is used as a nurture room, the continued use of the Forest school site, our Thrive and Trauma Informed approaches have provided on-going support for the mental health well-being of all the children, and both are used regularly throughout the school.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Key performance indicators

1. Teaching and Learning:

Governors agreed that supporting and challenging teachers to develop the curriculum is ongoing and that the KPIs should continue to be monitored and evaluated. Governors agreed that staff morale is high (evidenced by recent questionnaire and meeting with staff). Retention is also high with changes being due to retirement or other personal matters. Governors discussed the challenges of recruiting support staff such as breakfast and lunchtime supervisors and the additional workload this puts on the senior leadership and others. Headteacher reports on continuing professional development show high levels of support and activity by staff.

Key performance indicators achieved and continuing 2023-24.

2. Leadership:

Governors agreed the priorities and evaluated the KPIs agreeing i) with evidence from the governors skills audit; ii) with evidence from staff questionnaire and meetings with staff; and iii) with evidence from recent pupil questionnaire.

Two previous governors were appointed as members, increasing the number of members to seven. In accordance with the articles, this number includes the headteacher and chair of governors.

There has been no progress in appointing additional community governors. One member appointed governor (end of term of office) and one parent governor left during the year. A recruitment process for both co-opted and parent governors was underway at the end of the summer term. Governor absence was monitored.

The Governor Strategic Plan was revised and split into two documents a five-year strategic statement and an annual action plan which includes governor link responsibilities and school development plan monitoring records. The plans were reviewed during the self-evaluation exercise at the end of the year and revised plans drafted.

The number of full governing body and committee meetings were increased once again to accommodate the new planners constructed to ensure all committees meet their terms of reference and statutory responsibilities. Governors visited the school both individually and as part of three governor visit days to conduct monitoring activities. The scheme of delegation and terms of reference of all committees were reviewed and updated.

The senior leadership team continued to build partnerships with other schools. The governing body agreed it was too soon to make a formal plan for partnerships or for governors to contact governing bodies of other schools.

Governors engaged in 'challenge' of the senior leaders providing evidence in meeting minutes of governors' awareness of their accountability role. Governors' further development focussed on creating a 5-year strategic statement and accompanying annual action plan through consultant-led discussion.

A self-review of governing body effectiveness, including a skills audit, was completed at the end of the year. Training and development needs were identified.

Key performance indicators achieved and continuing 2023-24.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

3. Resources:

Governors agreed the priorities and added the priority of ensuring a balanced budget over a planned period. Governors noted the replacement of all lighting in the school with LEDs and the ongoing attempts to improve ventilation. Fund-raising has been attempted but needs further work.

Governors continue to monitor budget management and are aware of pressures arising from SEND support and staff absence. Bids and requests for financial support were submitted for updating some facilities and building work to ensure classrooms are fit for purpose. Submission of bids and grants from various organisations shows drive to ensure school grounds, buildings and facilities provide safe and appropriate resources for children's learning and wellbeing. Unfortunately, no significant funds have been granted and the school is considering other options to enhance existing facilities.

Key performance indicators achieved and continuing 2023-24.

4. Collaboration:

Governors noted the withdrawal of the 2022 White Paper so agreed to remove the first KPI on the 2023-24 plan. In accordance with the re-wording of the governor strategic statement it was agreed to re-focus the KPI to concentrate on building relationships with other educational partners rather than on structures and models. Governors assessed the KPIs, agreeing that seeds of partnership are growing through the sharing of experience and good practice.

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.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Financial review

The accounting period runs from the 1 September 2022 to 31 August 2023. 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 2023 and the associated expenditure are shown as restricted funds in the statement of financial activities. Approximately 93% 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 £491,592 increasing from £476,309 in 2021-22. In addition, the school received £24,780 pupil premium funding which was higher than in the previous year of £21,440, 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 2022-23 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 £1,155,124 of which £50,924 is the GAG fund, £9,074 is unrestricted, £1,098,126 is the fixed asset restricted fund and the balance is the negative fund balance in respect of the LGPS deficit of £3,000. 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 6.5% pay increase. The additional carry forward will be used to maintain staffing, enhance the outdoor area by creating a sensory garden, develop a library facility in the church, for which the school pays rent to use of the space in the church for delivery of PE, music events etc. Future planning shows that the number of pupils eligible for FSM and pupil premium is increasing slightly which has added to our income, together with the increase in demand for the use of the after school, wrap around care facility bringing in additional income.

The plan to replace the aged, outdoor playground equipment was completed in the spring term at a cost of £16,500 which was funded by the school and a donation of £4,000 made by the Suckley Friends. In addition to the improvement of the outdoors space the construction of a reading shed was made possible by the donation towards this project from local charities. This provides a quiet space during lunch and playtimes to improve the mental health of children.

During 2022-23 the headteacher and governors 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. Incorporated within this project was the refurbishment of the dated pupil toilets, which were being highlighted on yearly building inspection surveys. Unfortunately, due to rising costs of materials etc it was not financially possible to achieve this goal. However, the head and governors took a different approach and invested some of the reserves into the remodelling of class 5/6 to allow entry for more pupils and incorporate a breakout room for SEN children. During this project the pupil toilets were refurbished with new sanitary ware, flooring etc and carpets fitted in the main school areas. This enhanced the health and safety aspect of the school and gave the school a more aesthetically pleasing finish for the pupils and prospective parents. The cost for the refurbishment works amounted to £15,200.

The school received the additional school capital funding of £11,685 to improve the energy efficiency of the school. The lighting throughout the school was outdated, fluorescent tube lighting, so new energy efficient LED lighting was installed inside and out. In addition to this, the school invested in lagging and boxing in of exposed pipework. A total of £12,071 was spent for this purpose.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Going forward into 2023-24 we have initially budgeted for 95% of GAG for staffing costs. 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.

2022-23 saw an increase in GAG from the previous year, however going forward into 2023-24 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 6.5% teacher pay award will be made it will not fully cover the rise in cost, furthermore, the support staff pay award has yet to be finalised and with the unknowing in this respect it will cause a squeeze on resources. 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 liability and capital funds, the academy funds carried forward as at 31 August 2023 are a surplus of £59,998 (2022: £102,681).

At the year end the total fund that can only be realised by disposing of tangible fixed assets is £1,093,885 (2022: £1,071,347).

Pension Costs

The academy also has a pension scheme deficit in respect of the local government pension scheme as at 31 August 2023 of £3,000. The liability is included in restricted reserves and the academy will have to meet any long-term liability out of restricted reserves. In order to repay the deficit, employer contributions will be 13.3% but raise to 20.2% with effect from April 2023. In addition, to protect the fund, phased lump sum deficit contributions have been scheduled over the next five years at an average of £26,000 per annum. It is anticipated that the recovery period from 1 April 2023 is 12 years. This deficit is considered a long-term deficit and not an immediate liability.

Class Structure

As reported in the financial review, the 2022/23 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.

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.

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 becoming 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. The major risks, with a risk score of 6-12, are:

- Risk that budget will be in deficit
- Staff absences due to health conditions will lead to the school not being able to operate effectively
- 2023-24 Y2 poor attainment risk due to complex and various needs within the cohort
- 2023-24 Y6 risk due to complex and various needs which could have an impact on the wider school community

Governors are required to report on the management of the risks associated with the building and how this is managed. This is done 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 trust 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 Code 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

Statement of Priority Actions for SDP 2023-2024

What are we aiming for?

1. Quality of Education	2. Behaviour and Attitudes	3. Personal Development	4. Leadership and Management
Link Gov: Sarah Saleh	Link Gov: Natalie Smith	Link Gov: Natalie Smith	Link Gov: David Hewlitt
1a. Improve provision and progress for pupil groups so that all learners are accessing and thriving through an adapted curriculum.	2a. Continue to develop and refine programmes of enrichment – with a focus on opportunities to develop pupils' aspirations for their future.	3a: Trauma Informed practice embedded across the school.	4a: To continue to develop and enhance effective subject leadership.
1b. Sustain good quality teaching and learning over time so that pupils make at least good progress in English, maths and the broader curriculum.			
1c. To ensure that assessment supports retrieval of knowledge and skills, leading to better retention, recall and application in classwork so that children know more, remember more and can do more.			

SUCKLEY SCHOOL

GOVERNORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 30 November 2023 and signed on its behalf by:

Janet Ashton

Chair

SUCKLEY SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2023

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 Handbook, competency framework for governance and the Academy Trust Handbook.

The Governing Body has delegated the day-to-day responsibility to the accounting officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Suckley School and the Secretary of State for Education. The accounting officer is 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 6 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)	6	6
Duane Berry (Resigned 8 December 2022)	0	1
Dale Bradley (Appointed 2 October 2023)	0	0
Helen Field (Accounting Officer)	6	6
David Hewlett	5	6
Diana Holloway	3	6
Lisa Reynolds (Resigned 13 July 2023)	2	5
Natalie Smith	6	6
Sarah Saleh	5	6
Linda Taylor (Resigned 12 July 2023)	5	6

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 ESFA through the secure portal, which is the case for the rental of the church space.

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Governance reviews

The governing body comprises 7 governors plus the headteacher (8) and 2 staff associate governors. Each meeting that took place during the accounting period was quorate, in the main all absences were approved with a couple of unapproved absences due to personal circumstances and family illness.

At the end of the year one governor resigned and another decided against renewing their term of office. The governing body has been unable to fill vacant co-opted governor positions but following the annual skills audit initiated another recruitment round.

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. Following the review of the terms of reference of each committee annual planners were produced with sets of draft agendas to ensure that all elements of the full governing body and each committee's terms of reference, statutory tasks and policy reviews were covered through the year.

During the year the number of full governing body and committee meetings were increased. As a result, the full governing body met six times. The audit and risk committee met four times. The resources committee met five times. The curriculum committee met three times with the addition of three governor visit days focusing on teaching and learning.

The 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. The governing body conducted a second self-evaluation exercise to review its effectiveness, identify next steps and training and development needs.

Standing agenda items for the full governing body agendas are: Headteacher's report, governor business, feedback from committees, policy reviews and risk identification.

During 2022-23 the full governing body conducted parent and staff surveys and had a development session led by an external consultant to develop our long-term strategic statement.

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 full governing body and to advise the headteacher on general financial and staffing matters relating to the school.

The revised 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 pages within the school website. As a result, governors maintained effective oversight of funds. The committee has also reviewed energy costs and discussed several building plans with the intention of increasing teaching and learning spaces.

The committee has met 5 times this year. Attendance at the resources committee meetings in the year, was as follows:

Governors	Meetings attended	Out of possible
Janet Ashton (Chair)	5	5
Helen Field (Headteacher/Accounting Officer)	4	5
David Hewlett	4	5
Diana Holloway (Committee Chair)	4	5
Lisa Reynolds	3	5
Natalie Smith	4	5

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 revised 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 and pupil premium), curriculum updates, attendance, monitoring visits, policy review and risk identification.

The committee has met three times this year with three additional termly daytime visits to school focusing on teaching and learning aspects of the school development plan. The visits included presentations from staff, opportunities to review documentation and monitoring visits to classrooms accompanied by members of the senior management team. The autumn visit focussed on maths, the spring term visit focussed on phonics and the summer term visit focussed on greater depth writers and bottom 20% readers.

Attendance at meetings in the year was as follows:

Governors	Meetings attended	Out of possible
Janet Ashton (Chair)	3	3
Helen Field (Accounting Officer)	3	3
Sarah Saleh	3	3
Linda Taylor (Resigned 12 July 2023)	3	3

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 revised 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 interim report were made. The governors' strategic plan was revised and separated into two documents – a 3–5-year strategic statement and a one-year action plan.

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)	4	4
Helen Field (Accounting Officer)	4	4
David Hewlett	3	4
Diana Holloway	1	4
Natalie Smith	1	1
Linda Taylor (Resigned 12 July 2023)	2	4

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Review of value for money

As accounting officer, the accounting officer has responsibility for ensuring that the Academy 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'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 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. In 2022-23 the staffing structure was higher for teaching and learning due to two teachers on maternity leave which needed to be covered. However, going forward into 2023-24 this will revert back to a sustainable level.

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. For example, in line with the ATH tendering process was held regarding the procurement of new playground equipment installation of energy efficient lighting, remodelling of classroom, carpets etc.

In order to ensure the trust's estate is safe, well maintained and complies with relevant legislation, the Trust obtains professional surveys and advice in all aspects of the building and grounds. Should any report highlight remedial work the 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.

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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 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 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts.

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.

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Capacity to handle risk

The Governing Body has reviewed the 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 Governing Body is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Governing Body.

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 academy 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 as well as making recommendations for improvement.

The SBM has developed a system of controls and checks and holds regular meetings with the Head Teacher, 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 2022 to 31 August 2023 and up to the date of approval of the Annual Report and Financial Statements.

The risk and control framework

The Academy'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 Curriculum 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 Risk Register is reviewed and updated regularly by the Audit and Risk Committee whose role is to challenge the Head Teacher 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.

The Board of Governors has decided not to appoint an internal auditor. However, the Governors have appointed two non-employed Trustees who reported to the Audit and Risk Committee and subsequently 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.

In addition, Suckley School has appointed JD Financial Services which will give support and advice on financial matters.

SUCKLEY SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Monthly financial reports are uploaded to the Governor Secure page on the school website, in a timely manner in line with the AFH. In addition scrutiny of the financial position of the school is discussed at the Audit and Risk and Resources committee meetings held each term. The current risk register is reviewed at each committee meeting, added to the risk register and reviewed at the Audit and Risk meeting.

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 accounting officer 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 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.

Approved by order of the Governing Body on 30 November 2023 and signed on its behalf by:

Janet Ashton
Chair

Helen Field
Accounting Officer

SUCKLEY SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE *FOR THE YEAR ENDED 31 AUGUST 2023*

As accounting officer of Suckley School, I have considered my responsibility to notify the Academy Governing Body and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the Academy and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the Academy's Governing Body are able to identify any material irregular or improper use of funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academy Trust Handbook 2022.

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

Helen Field
Accounting Officer

30 November 2023

SUCKLEY SCHOOL

STATEMENT OF GOVERNORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2023

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 accounts in accordance with the Academies Accounts Direction 2022 to 2023 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Governors to prepare accounts for each financial year. Under company law, the Governors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing these accounts, the 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 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The 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 accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The 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 accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the Governing Body on 30 November 2023 and signed on its behalf by:

Janet Ashton
Chair

SUCKLEY SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SUCKLEY SCHOOL FOR THE YEAR ENDED 31 AUGUST 2023

Opinion

We have audited the accounts of Suckley School for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the accounts' section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

We have nothing to report in this regard.

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 accounts are prepared is consistent with the accounts; and
- the Governors' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

SUCKLEY SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SUCKLEY SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Academy 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 accounts 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 accounts 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 accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the Governors are responsible for assessing the Academy'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 accounts

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

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

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 2022 to 2023, 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.

SUCKLEY SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SUCKLEY SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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.

**Joanne Baldwin ACA FCCA (Senior Statutory Auditor)
for and on behalf of Ormerod Rutter Limited**

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**Chartered Accountants
Statutory Auditor**

The Oakley
Kidderminster Road
Droitwich
Worcestershire
WR9 9AY

SUCKLEY SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2023

In accordance with the terms of our engagement letter dated 4 February 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Suckley School during the period 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Suckley School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Suckley School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Suckley School and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Suckley School's accounting officer 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 dated 7 July 2011 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

Our engagement includes examination, on a test basis, of evidence relevant to the regularity and propriety of the Academy'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.

SUCKLEY SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2023

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Reporting Accountant

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

Dated:

SUCKLEY SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £	Restricted funds: General £ Fixed asset £	Total 2023 £	Total 2022 £
Income and endowments from:					
Donations and capital grants	3	-	8,608	16,636	25,244
Charitable activities:					
- Funding for educational operations	4	-	640,838	-	640,838
Investments	5	18	-	-	18
Total		18	649,446	16,636	666,100
Expenditure on:					
Charitable activities:					
- Educational operations	7	-	651,395	44,500	695,895
Total	6	-	651,395	44,500	695,895
Net income/(expenditure)		18	(1,949)	(27,864)	(29,795)
Transfers between funds	15	-	(44,752)	44,752	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	17	-	74,000	-	74,000
Net movement in funds		18	27,299	16,888	44,205
Reconciliation of funds					
Total funds brought forward		9,056	20,625	1,081,238	1,110,919
Total funds carried forward		9,074	47,924	1,098,126	1,155,124

SUCKLEY SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2022 £
Income and endowments from:					
Donations and capital grants	3	-	6,376	4,945	11,321
Charitable activities:					
- Funding for educational operations	4	-	599,709	-	599,709
Investments	5	15	-	-	15
Total		15	606,085	4,945	611,045
Expenditure on:					
Charitable activities:					
- Educational operations	7	-	604,981	32,484	637,465
Total	6	-	604,981	32,484	637,465
Net income/(expenditure)		15	1,104	(27,539)	(26,420)
Transfers between funds	15	-	(17,065)	17,065	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	17	-	324,000	-	324,000
Net movement in funds		15	308,039	(10,474)	297,580
Reconciliation of funds					
Total funds brought forward		9,041	(287,414)	1,091,712	813,339
Total funds carried forward		9,056	20,625	1,081,238	1,110,919

SUCKLEY SCHOOL

BALANCE SHEET

AS AT 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	11		1,093,885		1,071,347
Current assets					
Debtors	12	14,085		12,064	
Cash at bank and in hand		112,142		134,126	
			126,227		146,190
Current liabilities					
Creditors: amounts falling due within one year	13	(61,988)		(33,618)	
Net current assets			64,239		112,572
Net assets excluding pension liability			1,158,124		1,183,919
Defined benefit pension scheme liability	17		(3,000)		(73,000)
Total net assets			1,155,124		1,110,919
Funds of the Academy:					
Restricted funds	15				
- Fixed asset funds			1,098,126		1,081,238
- Restricted income funds			50,924		93,625
- Pension reserve			(3,000)		(73,000)
Total restricted funds			1,146,050		1,101,863
Unrestricted income funds	15		9,074		9,056
Total funds			1,155,124		1,110,919

The accounts on pages 29 to 49 were approved by the Governors and authorised for issue on 30 November 2023 and are signed on their behalf by:

Janet Ashton
Chair

Company registration number 07697002 (England and Wales)

SUCKLEY SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Net cash provided by operating activities	18		6,114		23,639
Cash flows from investing activities					
Dividends, interest and rents from investments		18		15	
Capital funding received from sponsors and others		16,636		4,945	
Purchase of tangible fixed assets		(44,752)		(17,065)	
Net cash used in investing activities			(28,098)		(12,105)
Net (decrease)/increase in cash and cash equivalents in the reporting period			(21,984)		11,534
Cash and cash equivalents at beginning of the year			134,126		122,592
Cash and cash equivalents at end of the year			112,142		134,126
Relating to:					
Bank and cash balances			107,901		124,235
Short term deposits			4,241		9,891

SUCKLEY SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

1 Accounting policies

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

1.1 Basis of preparation

The accounts of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

The 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 accounts and have concluded that the Academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Income

All incoming resources are recognised when the Academy 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 has provided the goods or services.

SUCKLEY SCHOOL

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

1 Accounting policies

(Continued)

1.4 Expenditure

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

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

Charitable activities

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

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	50 years straight line
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 anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.7 Leased assets

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

SUCKLEY SCHOOL

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

1 Accounting policies

(Continued)

1.8 Financial instruments

The Academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy 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 is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.10 Pensions benefits

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

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary 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 in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income or expenditure are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses.

1.11 Fund accounting

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

SUCKLEY SCHOOL

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

1 Accounting policies

(Continued)

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 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 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Other donations	-	25,244	25,244	11,321

SUCKLEY SCHOOL

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

4 Funding for the Academy's educational operations

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
DfE/ESFA grants				
General annual grant (GAG)	-	491,592	491,592	476,310
Other DfE/ESFA grants:				
- Pupil premium	-	24,780	24,780	21,440
- Others	-	85,174	85,174	66,580
	<u>-</u>	<u>601,546</u>	<u>601,546</u>	<u>564,330</u>
Other incoming resources	<u>-</u>	<u>39,292</u>	<u>39,292</u>	<u>35,379</u>
Total funding	<u>-</u>	<u>640,838</u>	<u>640,838</u>	<u>599,709</u>

5 Investment income

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Short term deposits	<u>18</u>	<u>-</u>	<u>18</u>	<u>15</u>

6 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2023 £	Total 2022 £
Academy's educational operations					
- Direct costs	431,957	-	43,300	475,257	408,168
- Allocated support costs	91,544	63,905	65,189	220,638	229,297
	<u>523,501</u>	<u>63,905</u>	<u>108,489</u>	<u>695,895</u>	<u>637,465</u>

Net income/(expenditure) for the year includes:

	2023 £	2022 £
Depreciation of tangible fixed assets	22,214	20,511
Fees payable to auditor for:		
- Audit	6,590	6,520
- Other services	1,980	1,980
Net interest on defined benefit pension liability	<u>2,000</u>	<u>5,000</u>

SUCKLEY SCHOOL

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

7 Charitable activities

	2023 £	2022 £
All from restricted funds:		
Direct costs		
Educational operations	475,257	408,168
Support costs		
Educational operations	220,638	229,297
	<u>695,895</u>	<u>637,465</u>
	2023 £	2022 £
Analysis of support costs		
Support staff costs	91,544	111,064
Depreciation	22,214	20,511
Technology costs	12,564	9,727
Premises costs	41,691	38,489
Legal costs	9,456	7,501
Other support costs	33,884	33,492
Governance costs	9,285	8,513
	<u>220,638</u>	<u>229,297</u>

8 Staff

Staff costs

Staff costs during the year were:

	2023 £	2022 £
Wages and salaries	423,248	362,785
Pension costs	95,987	104,766
Staff costs - employees	<u>519,235</u>	<u>467,551</u>
Agency staff costs	4,266	8,399
	<u>523,501</u>	<u>475,950</u>
Staff development and other staff costs	2,170	3,830
Total staff expenditure	<u>525,671</u>	<u>479,780</u>

SUCKLEY SCHOOL

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

8 Staff

(Continued)

Staff numbers

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

	2023 Number	2022 Number
Teachers	7	7
Administration and support	16	17
Management	2	2
	<u>25</u>	<u>26</u>

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

	2023 Number	2022 Number
Teachers	6	5
Administration and support	5	6
Management	2	1
	<u>13</u>	<u>12</u>

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 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 was £144,880 (2022: £138,266).

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. 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 £45,000 - £50,000 (2022: £45,000-£50,000)
- Employer's pension contributions £10,000 - £15,000 (2022: £10,000-£15,000)

During the year, expenses for goods purchased for the School totalling £249 (2022: £85) were reimbursed or paid directly to 1 Governors (2022: 2 Governors).

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

SUCKLEY SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

10 Governors' and officers' insurance

The Academy 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 business, and provides cover up to £10,000,000. 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	Computer equipment	Fixtures, fittings & equipment	Total
	£	£	£	£	£
Cost					
At 1 September 2022	813,437	372,321	51,406	19,381	1,256,545
Additions	-	43,572	1,180	-	44,752
At 31 August 2023	813,437	415,893	52,586	19,381	1,301,297
Depreciation					
At 1 September 2022	64,525	66,526	39,251	14,896	185,198
Charge for the year	6,569	8,318	6,667	660	22,214
At 31 August 2023	71,094	74,844	45,918	15,556	207,412
Net book value					
At 31 August 2023	742,343	341,049	6,668	3,825	1,093,885
At 31 August 2022	748,912	305,795	12,155	4,485	1,071,347

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

12 Debtors

	2023 £	2022 £
Other debtors	4,475	1,301
Prepayments and accrued income	9,610	10,763
	14,085	12,064

SUCKLEY SCHOOL

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

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	14,564	-
Other taxation and social security	18,262	13,883
Accruals and deferred income	29,162	19,735
	<u>61,988</u>	<u>33,618</u>

14 Deferred income

	2023 £	2022 £
Deferred income is included within:		
Creditors due within one year	<u>9,955</u>	<u>8,014</u>
Deferred income at 1 September 2022	8,014	8,485
Released from previous years	(8,014)	(8,485)
Resources deferred in the year	<u>9,955</u>	<u>8,014</u>
Deferred income at 31 August 2023	<u>9,955</u>	<u>8,014</u>

Deferred income relates primarily to UIFSM and pupil premium received early relating to the next financial year.

SUCKLEY SCHOOL

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

15 Funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	93,625	491,592	(489,541)	(44,752)	50,924
Pupil premium	-	24,780	(24,780)	-	-
Other DfE/ESFA grants	-	85,174	(85,174)	-	-
Other restricted funds	-	47,900	(47,900)	-	-
Pension reserve	(73,000)	-	(4,000)	74,000	(3,000)
	<u>20,625</u>	<u>649,446</u>	<u>(651,395)</u>	<u>29,248</u>	<u>47,924</u>
Restricted fixed asset funds					
DfE group capital grants	1,071,347	-	(22,214)	44,752	1,093,885
Devolved formula capital	9,891	16,636	(22,286)	-	4,241
	<u>1,081,238</u>	<u>16,636</u>	<u>(44,500)</u>	<u>44,752</u>	<u>1,098,126</u>
Total restricted funds	<u>1,101,863</u>	<u>666,082</u>	<u>(695,895)</u>	<u>74,000</u>	<u>1,146,050</u>
Unrestricted funds					
General funds	9,056	18	-	-	9,074
	<u>9,056</u>	<u>18</u>	<u>-</u>	<u>-</u>	<u>9,074</u>
Total funds	<u>1,110,919</u>	<u>666,100</u>	<u>(695,895)</u>	<u>74,000</u>	<u>1,155,124</u>

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

The restricted general fund includes grants receivable from the EFSA, 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 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 2023.

SUCKLEY SCHOOL

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

15 Funds

(Continued)

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

	Balance at 1 September 2021 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2022 £
Restricted general funds					
General Annual Grant (GAG)	71,636	476,310	(437,256)	(17,065)	93,625
Pupil premium	-	21,440	(21,440)	-	-
Other DfE/ESFA grants	-	66,580	(66,580)	-	-
Donations	950	6,376	(7,326)	-	-
Other income	-	30,250	(30,250)	-	-
School visits income	-	5,129	(5,129)	-	-
Pension reserve	(360,000)	-	(37,000)	324,000	(73,000)
	<u>(287,414)</u>	<u>606,085</u>	<u>(604,981)</u>	<u>306,935</u>	<u>20,625</u>
Restricted fixed asset funds					
DfE group capital grants	1,074,793	-	(20,511)	17,065	1,071,347
Devolved formula capital	16,919	4,945	(11,973)	-	9,891
	<u>1,091,712</u>	<u>4,945</u>	<u>(32,484)</u>	<u>17,065</u>	<u>1,081,238</u>
Total restricted funds	<u>804,298</u>	<u>611,030</u>	<u>(637,465)</u>	<u>324,000</u>	<u>1,101,863</u>
Unrestricted funds					
General funds	<u>9,041</u>	<u>15</u>	<u>-</u>	<u>-</u>	<u>9,056</u>
Total funds	<u>813,339</u>	<u>611,045</u>	<u>(637,465)</u>	<u>324,000</u>	<u>1,110,919</u>

16 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	1,093,885	1,093,885
Current assets	71,062	50,924	4,241	126,227
Current liabilities	(61,988)	-	-	(61,988)
Pension scheme liability	-	(3,000)	-	(3,000)
Total net assets	<u>9,074</u>	<u>47,924</u>	<u>1,098,126</u>	<u>1,155,124</u>

SUCKLEY SCHOOL

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

16 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2022 are represented by:				
Tangible fixed assets	-	-	1,071,347	1,071,347
Current assets	42,674	93,625	9,891	146,190
Current liabilities	(33,618)	-	-	(33,618)
Pension scheme liability	-	(73,000)	-	(73,000)
Total net assets	9,056	20,625	1,081,238	1,110,919

17 Pension and similar obligations

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

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

Contributions amounting to £10,450 were payable to the schemes at 31 August 2023 (2022: £8,194) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019.

SUCKLEY SCHOOL

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

17 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

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

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

The employer's pension costs paid to the TPS in the period amounted to £70,236 (2022: £49,152).

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 has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy has set out above the information available on the scheme.

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 5.5% to 12.5% for employees.

As the scheme is in a deficit position the academy trust is making additional contributions. Future contributions for 2023/24 & 2024/25 are £3,500 and £3,700 respectively (including McCloud judgement).

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

Total contributions made	2023 £	2022 £
Employer's contributions	32,000	28,000
Employees' contributions	8,000	7,000
Total contributions	40,000	35,000

SUCKLEY SCHOOL

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

17 Pension and similar obligations

(Continued)

Principal actuarial assumptions	2023 %	2022 %
Rate of increase in salaries	4.3	4.3
Rate of increase for pensions in payment/inflation	2.9	2.9
Discount rate for scheme liabilities	5.3	4.3
Inflation assumption (CPI)	2.8	2.8

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

	2023 Years	2022 Years
Retiring today		
- Males	21.5	22.6
- Females	23.8	25.0
Retiring in 20 years		
- Males	22.8	24.1
- Females	25.6	27.0

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

	2023	2022
Discount rate + 0.1%	-	10,000
Discount rate + 0.5%	(34,000)	-
Mortality assumption + 1 year	12,000	9,000
CPI rate + 0.1%	-	11,000
CPI rate + 0.25%	25,000	-

The Academy's share of the assets in the scheme

	2023 Fair value £	2022 Fair value £
Equities	297,000	266,000
Bonds	4,000	7,000
Other bonds	9,000	10,000
Property	33,000	30,000
Other assets	63,000	50,000
Total market value of assets	406,000	363,000

The actual return on scheme assets was £18,000 (2022: £(9,000)).

SUCKLEY SCHOOL

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

17 Pension and similar obligations

(Continued)

Amount recognised in the statement of financial activities	2023 £	2022 £
Current service cost	34,000	60,000
Interest cost	2,000	5,000
	<u>36,000</u>	<u>65,000</u>
Total operating charge		
	<u>36,000</u>	<u>65,000</u>
 Changes in the present value of defined benefit obligations	 2023 £	 2022 £
At 1 September 2022	436,000	698,000
Current service cost	34,000	60,000
Interest cost	18,000	11,000
Employee contributions	8,000	7,000
Actuarial gain	(72,000)	(339,000)
Benefits paid	(15,000)	(1,000)
	<u>409,000</u>	<u>436,000</u>
At 31 August 2023		
	<u>409,000</u>	<u>436,000</u>
 Changes in the fair value of the Academy's share of scheme assets	 2023 £	 2022 £
At 1 September 2022	363,000	338,000
Interest income	16,000	6,000
Actuarial (gain)/loss	2,000	(15,000)
Employer contributions	32,000	28,000
Employee contributions	8,000	7,000
Benefits paid	(15,000)	(1,000)
	<u>406,000</u>	<u>363,000</u>
At 31 August 2023		
	<u>406,000</u>	<u>363,000</u>

SUCKLEY SCHOOL

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

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

	Notes	2023 £	2022 £
Net expenditure for the reporting period (as per the statement of financial activities)		(29,795)	(26,420)
Adjusted for:			
Capital grants from DfE and other capital income		(16,636)	(4,945)
Investment income receivable	5	(18)	(15)
Defined benefit pension costs less contributions payable	17	2,000	32,000
Defined benefit pension scheme finance cost	17	2,000	5,000
Depreciation of tangible fixed assets		22,214	20,511
(Increase) in debtors		(2,021)	(3,748)
Increase in creditors		28,370	1,256
Net cash provided by operating activities		6,114	23,639

19 Analysis of changes in net funds

	1 September 2022 £	Cash flows £	31 August 2023 £
Cash	124,235	(16,334)	107,901
Cash equivalents	9,891	(5,650)	4,241
	134,126	(21,984)	112,142

20 Long-term commitments

Operating leases

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

	2023 £	2022 £
Amounts due within one year	3,776	5,218
Amounts due in two and five years	3,492	-
	7,268	5,218

SUCKLEY SCHOOL

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

21 Related party transactions

Expenditure related party transactions

Suckley PCC - of which Diana Holloway is a trustee. During the year payments totalling £8,000 (2022: £8,000) were paid to the connected charity for hire of the church.

There were no amounts outstanding at 31 August 2023 (2022: £nil).

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

Holloways - of which Diana Holloway is an owner. During the year there were no payments paid to the company (2022: £13) for provision of refreshments.

There were no amounts outstanding at 31 August 2023 (2022: £nil).

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 £5,657 (2022: £1,546) which were used to support the School in various areas.

There are no amounts outstanding at 31 August 2023 (2022: £nil).

22 Members' liability

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