

# **Holmer Green Senior School**

*Parish Piece, Holmer Green, High Wycombe, Buckinghamshire, HP15 6SP*

21/12/2023  
Date: .....

Your ref: **HOL002**

BKL Audit LLP  
35 Ballards Lane  
London  
N3 1XW

Dear Sirs

## **Holmer Green Senior School**

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as we consider necessary in connection with your audit of the academy trust's financial statements and, as relevant, your assurance engagement on regularity for the year ended 31 August 2023. These enquiries have included inspection of supporting documentation where appropriate. All representations are made to the best of our knowledge and belief.

### **General**

1. We have fulfilled our responsibilities as Trustees as set out in the terms of your engagement letter, under the Companies Act 2006 for preparing financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), for being satisfied that they give a true and fair view and for making accurate representations to you.
2. All the transactions undertaken by the academy trust have been properly reflected and recorded in the accounting records.
3. All the accounting records have been made available to you for the purpose of your audit and regularity assurance engagement. We have provided you with unrestricted access to all appropriate persons within the academy trust, and with all other records and related information requested, including minutes of all management and trustee meetings and correspondence with the Education and Skills Funding Agency, Department for Education and the Charity Commission.
4. The financial statements are free of material misstatements, including omissions.
5. We approve all adjustments as set out in Appendix A, and all decisions on issues requiring the exercise of judgement. We believe that those uncorrected misstatements identified during the audit are immaterial

both individually and in aggregate to the financial statements as a whole. A list of these items will also be included in Appendix A, if applicable, together with our reasons for not correcting them.

#### **Internal Control and Fraud**

6. We acknowledge our responsibility for the design, implementation and maintenance of internal control systems to prevent and detect fraud and error and which conform to the requirements both of propriety and good financial management. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud.
7. We have disclosed to you all instances of known or suspected fraud affecting the entity involving management, employees who have a significant role in internal control or others that could have a material effect on the financial statements.
8. We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysts, regulators or others.

#### **Assets and Liabilities**

9. The academy trust has satisfactory title to all assets and there are no liens or encumbrances on the academy trust's assets, except for those that are disclosed in the notes to the financial statements.
10. All actual liabilities, contingent liabilities and guarantees given to third parties have been recorded or disclosed as appropriate.
11. We have no plans or intentions that may materially alter the carrying value and where relevant the fair value measurements or classification of assets and liabilities reflected in the financial statements.
12. We consider that the actuarial assumptions made in connection with the valuation of the deficit on the local government defined benefit pension scheme, are appropriate and representative of the scheme members.

#### **Accounting Estimates**

13. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.
14. All accounting policies adopted are appropriate for the academy trust and are adequately disclosed.

#### **Loans and arrangements**

15. The academy trust has not granted any advances or credits to, or made guarantees on behalf of directors other than those disclosed in the financial statements.

#### **Legal claims**

16. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for, and disclosed in, the financial statements.

#### **Laws and regulations**

17. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.
18. All relevant correspondence with the academy trusts regulators, including serious incident reports, has been made available to you.

#### **Related parties**

19. Related party relationships and transactions, comply with the academy trust's financial regulations, relevant requirements of the Academy Trust Handbook and have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements and guidance set out in the Companies Act 2006, the Charities SORP and the Academies Accounts Direction issued by the Education and Skills Funding Agency.

#### **Subsequent events**

20. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

#### **Going concern**

21. We believe that the academy trust's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the academy trusts needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the academy trust's ability to continue as a going concern need to be made in the financial statements.

#### **Grants and donations**

22. Grants made by the Department of Education and Education and Skills Funding Agency have been applied for the purposes intended and the Accounting Officer has ensured regular and proper use and value for money of monies received from government.
23. All other grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.
24. The academy trust has not been in receipt of any income relating to the year ended 31 August 2023 other than that recorded within the books.

We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that so far as we are aware, there is no relevant audit information needed by you in connection with preparing your audit report of which you are unaware.

We confirm that so far as we are aware, there is no relevant other information needed by you in connection with preparing your reporting accountant's assurance report on regularity of which you are unaware.

Each Trustee has taken all the steps that he/she ought to have taken as a Trustee in order to make themselves aware of any relevant audit other information and to establish that you are aware of that information.

Yours faithfully



.....  
**Holmer Green Senior School**

Signed on behalf of the Board of Trustees

# ***Holmer Green Senior School***

*Parish Piece, Holmer Green, High Wycombe, Buckinghamshire, HP15 6SP*

Date: 21/12/2023  
Date: .....

Your ref: **HOL002**

BKL Audit LLP  
35 Ballards Lane  
London  
N3 1XW

Dear Sirs

## **Holmer Green Senior School**

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as I consider necessary in connection with your assurance report on regularity to Holmer Green Senior School and the Education and Skills Funding Agency (ESFA) for the year ended 31 August 2023. These enquiries have included inspection of supporting documentation where appropriate and are sufficient to satisfy me that I can make each of the following representations. All representations are made to the best of my knowledge and belief.

### **General**

1. I have fulfilled my responsibilities as accounting officer under the requirements of the funding agreement between Holmer Green Senior School and the Secretary of State for Education the Academy Trust Handbook 2022.
2. I acknowledge my personal responsibility to Parliament for the regularity and propriety of the public finances for which I am answerable; for the keeping of proper accounts; for effective internal controls; for prudent and economical administration; for the avoidance of waste and extravagance; for achieving value for money; and for the efficient and effective use of all the resources in my charge.
3. I acknowledge my responsibility to notify the Trustee Board and the ESFA of any instances of material irregularity or impropriety, or non-compliance with the terms of the academy trust's funding agreement and have had due regard to the requirements of the Academy Trust Handbook 2022 in performing this duty.
4. Any instances of material irregularity, impropriety, or non-compliance discovered to date have been notified to the governing body and the ESFA.

5. Significant matters of which you should be aware have been brought to your attention including any instances of irregularity, impropriety or non-compliance with laws and regulations specific to the academy trust's authorising framework.
6. Full and free access has been granted to all records, correspondence, information and explanations that you have considered necessary to enable you to perform your work.

Yours faithfully



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**Accounting Officer**  
**Holmer Green Senior School**

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**HOLMER GREEN SENIOR SCHOOL**  
(A company limited by guarantee)

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

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

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**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

<b>Members from 31 March 2021:</b>	Tony Green Emma Starling (resigned 5 July 2023) David Greenwood (deceased 2022) Jim Leftwich Mike Salem
<b>Trustees:</b>	Mr Tony Green (Chairman) Mr Ed Hillyard (Headteacher and Accounting Officer) Mrs Lisa Swain (retired 5 July 2023) Mr Steve Pilgrim Miss Emma Ginger – (Staff Trustee) (resigned 27 September 2022) Miss Jacqui Kirkpatrick - (Staff Trustee) Mrs Emma Starling (end of term 5 July 2023) Mr Paul Davies Mrs Anna Thomas (end of term 5 July 2023) Mrs Anna Lee Mr Gareth Davies Mrs Rebecca Roberts Mr Jeremy Hunt Mrs Claire Asare-Archer (appointed 7 October 2022) Mrs Liliana Minton (appointed 14 December 2022) Mrs Victoria Strutt (appointed 14 December 2022) Mrs Melissa Miller (appointed 14 December 2022)
<b>Company Secretary:</b>	Mrs Lynda Jackson
<b>Senior Leadership Team:</b>	Mr Ed Hillyard, Headteacher Mrs Lynda Jackson, Director of Finance, HR and Resources Miss Sarah Lary and Miss Kim Joynson, Deputy Headteachers Mrs Rachel Golding, Mrs Kerri Stone, Assistant Headteachers Mr Alan Wooller, Mr Andrew Sharp, Assistant Headteachers Mrs Sarah Towers, Assistant Headteacher
<b>Company Name:</b>	Holmer Green Senior School Academy Trust
<b>Registered Office:</b>	Parish Piece Holmer Green High Wycombe Bucks HP15 6SP
<b>Company Registration Number:</b>	07827237 (England and Wales)
<b>Independent Auditor:</b>	BKL Audit LLP 35 Ballards Lane London N3 1XW
<b>Bankers:</b>	Lloyds Bank 25 Gresham Street London EC2V 7HN
<b>Solicitors:</b>	Veale, Wasborough, Vizards Barnards Inn 86 Fetter Lane London EC4A 1AD

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The academy trust operates an academy for pupils aged 11 to 19 serving a catchment area in and around Holmer Green. It has a pupil capacity of 1,200 and had a roll of 1,164 in the school census on 6 October 2022

**Structure, Governance and Management**

**Constitution**

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. These Articles were updated on to the DfE February 2016 version on 31 March 2021. The trustees of Holmer Green Senior School Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Holmer Green Senior School Academy.

Details of the trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on the preceding pages of this document.

**Members' Liability**

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

**Trustees' Indemnities**

Subject to the provisions of the Companies Act, every trustee or other officer of the academy shall be indemnified out of the assets of the academy against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy.

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

The management of the academy is the responsibility of the trustees who are elected and co-opted under the terms of the Articles of Association and funding agreement as follows:

- The headteacher
- Up to 9 Trustees appointed by the Members
- A minimum of 2 Parents Trustees appointed by the Parents
- The Trustees by also have any number of Co-Opted Trustees

The term of office for any trustee is 4 years. The headteacher's term of office runs parallel with their term of appointment. Subject to remaining eligible to be a particular type of trustee, any trustee may be reappointed or re-elected.

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

The training and induction provided for new trustees will depend on their individual experience and expertise. Where necessary an induction will provide training on charity and educational, legal and financial matters. All new trustees are given a tour of the academy and the chance to meet with staff and students. All governors are provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as trustees and directors of the academy.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Structure, Governance and Management (continued)**

**Organisational Structure**

The academy has established a management structure to enable its efficient running. The structure consists of two levels: the trustees and the executives who are the senior leadership team.

The governing body has considered its role thoughtfully and decided that the role of the trustees is to approve the strategic direction and objectives of the academy and monitor its progress towards these objectives.

The governing body has approved a scheme of delegation which sets out a statement on the system of internal control, responsibilities, standing orders, a scheme of delegation and terms of reference. The headteacher is directly responsible for the day to day running of the academy and is assisted by a senior leadership team.

Trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the academy by use of budgets and making major decisions about the direction of the academy, including capital expenditure and senior staff appointments.

The Headteacher assumes the accounting officer role.

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

Pay and remuneration of key management personnel is determined by the Headteacher in consultation with the governing body, taking into account a variety of contributory factors such as: role and responsibilities, market factors, and results of the annual performance review process, including performance against agreed objectives.

Pay recommendations are discussed by and recommendations are made to FGB. The pay and remuneration of the Headteacher is determined by the Chair of Governors and the Headteacher's Performance Review Committee.

**Trade Union Facility Time**

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
0	112

Percentage of time spent on facility time

Percentage of time 0	Number of employees 112
0% 0	
1%-50% 0	
51%-99% 0	
100% 0	

Paid Trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:  (total hours spent on trade union activities by relevant union officials during the relevant period / total paid facility time hours) * 100	0
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**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Structure, Governance and Management (continued)**

**Related Parties and other Connected Charities and Organisations**

The academy is the founding member of the Holmer Green Senior School Academy Trust which is a separate Trust where Holmer Green Senior School Academy is the only member. The Trust undertakes educational support activities.

In addition to the governors of the academy, Holmer Green Senior School Trust (Charity number 1051142) and the Holmer Green Senior School Parents and Friends Association (Charity number 1152695) are also related parties of the academy. Some of the governors of the academy are also Trustees of the Trust and the Parents and Friends Association raises funds for the Holmer Green Senior School Academy Trust.

**Engagement with Employees (including disabled persons)**

Not relevant as Holmer Green Senior School has less than 250 employees

**Engagement with Suppliers, Customers and Other in a Business Relationship with the Trust.**

Not relevant to Holmer Green Senior School

**Objectives and Activities**

**Objects and Aims**

The principal object and activity of the academy is the operation of Holmer Green Senior School Academy to provide a broad and balanced education for pupils of all abilities in the Holmer Green area. The governors have referred to the guidance issued by the Charity Commission in respect of public benefit when reviewing the aims and objectives of the academy.

In accordance with the articles of association, the academy has adopted a "Scheme of Government" approved by the Secretary of State for Education.

The Scheme of Government specifies, amongst other things, that the Academy will be at the heart of the community promoting community cohesion and sharing facilities; the basis for admitting students to the Academy, that the curriculum should be broad and balanced; there will be an emphasis on the needs of individual pupils including pupils with SEN; the basis for charging pupils.

**Objectives, Strategies and Activities**

**Mission**

To support students to become the best possible versions of themselves in everyway.

**Motto**

"WORK HARD, BE KIND, HAVE PASSION"

**Core Values**

**Be Kind** – we are impeccably respectful, kind, tolerant and support all others regardless of their, or our background, or circumstances. We understand it takes a whole team to develop each of us. It is our aim to develop & educate the whole-child in particular character, cultural capital & equality.

**Work Hard** - we are resilient in everything we do, we know that even if we have tried our hardest we may still fail, but we learn from this. We know ability is not fixed, we might just need to work harder! Every adult and student work towards the highest expectations from themselves and others

**Have Passion** –we pursue our interests and moments that may seem divergent from our current path, all with an open mind in the knowledge that this will support us to become a better version of ourselves. This is a continual pursuit of improvement.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Objectives, Strategies and Activities (continued)**

**Pursue Excellence** - we strive to do everything academically and personally to the best of our ability, give 'no excuses' and focus on being the best at getting better. We show exemplary leadership in every role.

**Curiosity** - we think 'outside-the-box', understanding that all new learning is just problem solving and get involved in the extra-curricular and enrichment opportunities in the school and beyond as we never know where they may lead us & how they may influence us. We teach rich and powerful concepts.

These core values guide us and in so doing help all of us to transform lives. Holmer Green aims to attract, develop and retain excellent staff who are highly motivated and appropriately challenged and rewarded. We expect staff to set the standards and act as an example to our students. We expect students to respect the fundamental British values of tolerance, mutual respect, the rule of law, democracy and individual liberty. We will manage the school's resources effectively, delivering best value for money. We will play an active role in the local community.

The academy has undertaken self-evaluation activities to correctly identify objectives for the next year. These objectives are:

- 95-100% Good or better teaching with all priority areas from learning walks improved
- Leadership at all levels is outstanding through engagement in CPD
- Most curriculum areas exceed achievement targets
- 97% attendance
- +0.8 P8
- Every minute of learning time is used effectively
- School community is known as inclusive and equality is a real focus. Majority of schemes of work have been reviewed for inclusivity
- Reduce Fixed Term Suspensions (FTS) and Permanent Exclusions (PEX) to zero with a downward trend below the national averages
- 95% of KS5 students have the opportunity to apply for high tariff university/apprenticeships
- 65% retention Y11 into Y12
- 60% of leavers have an active role with HGSS Alumni
- Microsoft Showcase status achieved

**Public Benefit**

In setting the objectives, the governors have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

As an academy we make the best use of our skills, expertise and experience with regards to the community. Some examples of this are:

- Raising money for local, national and international charities.
- Student contributions to the community e.g. mentoring younger children, musical and performing arts performances and being good ambassadors in the local community.
- Sports Leader programmes that provide sporting activities to local Primary Schools including supporting the Sports Partnership events which are held at Holmer Green Senior School.
- Modern Foreign Language support of local Primary Schools
- Encouraging community support from our students through our very extensive Duke of Edinburgh Award programme

**HOLMER GREEN SENIOR SCHOOL**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Strategic Report - Achievements and Performance**

**Key Performance Indicators**

**GCSE Results – 2021/22 overall compared to previous years**

Measure	2020/21	2021/22	2022/23	National 2022/23*
Progress 8	N/A	N/A	+0.45	0
Attainment 8	54.32	51.20	49.49	49.10
% 5+ English & Maths	53%	52%	58%	49%
% achieving Ebacc (4-9)	29%	26%	18%	23%
% entering Ebacc	42%	32%	32%	37%

\*NB: Waiting for official release by DfE

**2020 KS5 Results Summary**

**Advanced Level Results**

	2021	2022	2023	National 2023
% A* - B	80%	63%	63%	53%
% A* - C	95%	80%	85%	76%
Pass Rate	100%	96%	98%	97%
L3VA A Level	N/A	N/A	N/A	N/A
L3VA Academic	N/A	N/A	N/A	N/A

**BTEC Results**

	2021	2022	2023
% Di*	48%	17%	19.6%
% Di*/Di	76%	50%	65.2%
% Di* - Pass	100%	97%	100%
L3VA Applied General	N/A	N/A	N/A

**HOLMER GREEN SENIOR SCHOOL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Strategic Report - Achievements and Performance (continued)**

**Key Performance Indicators (continued)**

**School Absence Data**

2022/23 for Year 7-11 = 91.6% attendance

Holmer Green Senior School remains very popular and continues to receive oversubscription each year for student places. It is a specialist centre with an additionally resourced provision for Speech Language and Communication Needs students which supports their learning in the mainstream environment. During the year we work with the Chiltern Area Partnership, which is a group comprising mainly of Junior and Infant schools to promote learning in various subject areas and improve the transition between primary and secondary schools, particularly with respect to curriculum as well as hosting the Sports Partnership, where a range of Junior and Infant schools come together to use our sports facilities. We are a member of Challenge Partners which uses peer networks for school improvement. We collaborate with other schools for mutual benefit, including working with other schools as far away as Dubai, to improve subject areas as diverse as Art.

Holmer Green Senior School had their latest section 8 Ofsted inspection in November 2021 as a Good school. The two areas for improvement, highlighted were:

- Pupils love of reading is not yet fully developed in the school. Leaders have identified this issue. They should continue with their strategies that they have begun to introduce and ensure these are implemented consistently across the school.
- Leaders are aware that in a very small number of subjects the curriculum does not sufficiently identify the essential knowledge pupils should learn and remember in every year group. It is clear from leaders' actions that they are already taking steps to bring this about. This will improve pupils' achievement even more.

Nominal results have been included in the tables above for both GCSE and A Level, however comparisons to national and measures of progress are tentative until the national data set is released in November 2023.

In recognition of the rising trend for Emotional Based School Avoidance and mental health issues we run our own on-site, alternative provision, 'The Bridge', to support the transition of affected students back into their mainstream provision.

There were some great destinations for our year 13 cohort with students securing University/Scholarship places, at: Birmingham, Cardiff, Exeter, Loughborough, Nottingham, Southampton, University of London, Warwick, Welelan College West Virginia USA and Coe College Cedar Rapids Iowa USA. Subjects studied and apprenticeships awarded have included: Medicine, Finance, Law, Engineering, Business, Art, Textiles and Computer Science.

Our enrichment and extra-curricular offer is wide with significant numbers taking up the bronze, silver and gold Duke of Edinburgh awards.

The school has continued to develop its facilities to ensure that students have an environment that promotes learning and signals that they are being invested in. This has led recently to upgraded Sixth Form facilities and a coffee lounge to add capacity to our catering offer. There has been significant investment in the IT structure with new interactive TVs in Science and MFL. There has also been substantial investment this year in cyber security to protect the school system from attacks. We are also delighted that following a successful year as a Microsoft Incubator School, we have been granted Showcase status.

Recruitment continues to be one of the biggest challenges in the education sector, but we have retained staff and staffed our expanding provision, with staff voice showing they feel invested in.

**Going Concern**

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

**HOLMER GREEN SENIOR SCHOOL**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Promoting the Success of the Company**

Not relevant to Holmer Green Senior School Academy

**Strategic Report - Financial Review**

**Finance Review**

Most of the Academy's income is obtained from the Education and Skills Funding Agency (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 2020 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The main source of unrestricted income is Lettings, totalling £27,377 and rental income from the radio mast totalling £9,500. Lettings have recovered this year following COVID but our capacity has still been reduced due to the building works. We expect to see a further increase in lettings in 2022 – 23 now that the new spaces have been delivered especially the new Sports Hall. The school must be mindful of the growing costs of heating and lighting buildings for out of hours use.

The Academy also received grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2015), such grants are shown in the Statement of financial activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided to support staff, to a restricted fund. This results in reducing reserves shown in the total funds of the academy. It should be noted that this does not present the academy with any current liquidity problem. The employer contributions are currently being assessed and it is expected that they will increase to bring a further reduction in this pension deficit in future, although this may not be achieved until stock market investment values start to recover.

Overall, the Academy has a healthy balance sheet and cash flow and will be using the reserves to maintain the current assets and also to invest back into the school in the form of additional resources and facilities both in the long term and short term in conjunction with the school development plan and school aims. This year has been the second full year's use of Expansion Plan buildings with the benefits this has brought to the school.

The school has completed successful CIF Bid projects to repair the roof and cladding in the Art Block.

**Reserves Policy**

The definition of reserves in the SORP is 'that part of a charity's income funds that is freely available for its general purposes'. This definition of reserves therefore normally excludes:

- permanent endowment funds
- expendable endowment funds
- restricted income funds
- any part of unrestricted funds not readily available for spending, specifically income funds which could only be realised by disposing of fixed assets held for charitable use

Reserves are therefore the resources the Academy has or can make available to spend for any or all of the Academy's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'reserves' are income which becomes available to the Academy and is to be spent at the Trustees' discretion in furtherance of any of the Academy's objects (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (ie is 'free')



**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Reserves Policy (continued)**

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The Trustees will keep this level of reserves under review at each board meeting and aim to build and maintain the reserves level by entering into cost effective agreements whilst in keeping with the principal object of the Academy.

Total reserves at the end of the period amounted to £20,590,912. This balance includes unrestricted funds (free reserves) of £726,537, which are considered appropriate for the Academy Trust, and restricted funds of £20,191,375 and a pension deficit of £327,000.

The Governing Body have determined that the appropriate level of free reserves should be a sum equivalent to one month's payroll, approximately £512,000 and an additional £40,000 due to the uncertainties of future Government spending. The reason for this reserve is to provide sufficient working capital and to provide a cushion to deal with unexpected emergencies.

The Trust has placed the order to build a new Reception starting January 2024 for an estimated cost of £412,276. The cost of this is being funded out of our Reserves.

Within the reserves policy users should note that, because of accounting for the Local Government Pension Scheme (LGPS), the Trust recognises a significant pension fund deficit totalling £327,000 (2022: £534,000). This deficit is included within restricted funds. This does not lead to an immediate liability for this amount. Similarly, if there were a pension surplus included in the restricted fund this would not create an immediately realisable asset that can be released straight away and expended for the specific purposes of that fund.

Users should also note that a surplus or deficit position of the pension scheme would generally result in a cash flow effect for the Trust in the form of an increase or decrease in employers' pension contributions over a period of years. The Trust thus takes this fact into account when reviewing current business plans and budgets, ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met from the Trust's budgeted annual income, whilst the deficit might not be eliminated, there should be no actual cash flow deficit on the fund or direct impact on the unrestricted reserves of the Trust due to the recognition of the deficit.

**Investment Policy**

Investment policies are determined by the Trust Board. This ensures the level of funds the Trust holds can cover any immediate expenditure, without exposing the Trust to additional risk. Should any potential investment opportunity arise this would be escalated to the Trust Board for consideration.

As at 31 August 2023, no investments were held.

**Principal Risks and Uncertainties**

The Companies Act 2006 s417(3b) requires disclosure of the principal risks and uncertainties facing a company. The Trust is exposed to a number of financial risks including credit, cash flow and liquidity risks. Given the Trust's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The trust's system of internal controls ensures risk is minimal in these areas.

A risk register has been established and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the Trust faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

The trustees have assessed the major risks to which the Trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Trust, and its finances. The trustees have implemented a number of systems to assess risks that the Academies face, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover.

The Trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Principal Risks and Uncertainties (continued)**

It should also be noted that procedures are in place to ensure compliance with the health and safety regulations, pertaining to both staff and pupils.

Please refer to the Reserves Policy above for a description of the defined benefit pension scheme, in which there was a deficit at 31 August 2023. 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.

**Fundraising**

The Trust engages in fundraising activities throughout the academic year, both for specific projects and to augment the annual education budget.

Due consideration is always given to ensuring that no fundraising practices are unreasonably intrusive or apply undue pressure especially with regard to vulnerable persons.

**Plans for Future Periods**

Principal areas for improvement are:

- All students make outstanding progress – no gaps between groups of learners, in particular <95% attendance, APKN, disadvantaged, HPA, SEND and boys through the delivery of the HGSS non-negotiables.
- The curriculum is reviewed to ensure all subjects, in all year groups, develop and define a well-balanced and interesting curriculum that identifies the knowledge students must learn and the order in which they must learn it.
- Assessment for learning and of learning is fit for purpose, useful and is used in every lesson to inform next steps
- The effective teaching of reading is delivered in all curriculum areas
- To develop a culture of positive learning behaviour through focus on subject progress, rewards and consistent use of routines
- Significant improvement in the behaviour (reduced FTS and PEX to zero), attendance (97%) and punctuality of all student groups, in particular EHCP and PP
- Coherently planned Enrichment programme that all students access
- HGSS promotes equality and diversity so that students actively contribute to make our community inclusive & SoW reviewed for inclusivity
- High quality careers guidance in years 7-13 raises student's aspirations and ensures Gatsby benchmarks are met in full
- Ensure the quality of teaching and learning is excellent in order that all curriculum areas exceed their achievement targets
- Rank Order is delivered to ensure all conversations are focused on student progress
- Ensure budget is used highly effectively to improve student outcomes and maintain viable reserves
- 100% of KS5 students have the opportunity to apply for high tariff universities/apprenticeships
- Ensure the quality of teaching and learning is excellent in order that all curriculum areas exceed their achievement targets
- Ensure that Disadvantaged (ex PP and Bursary) students make progress at least in line with their Non-Disadvantaged peers
- Retain 70% of year 11 students into the Sixth Form
- Ongoing site development plan to ensure that the school's estate meets the needs of its students and community

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

The Academy Trust and / or its trustees did not act as custodian trustee during the current or previous period.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Auditor**

Insofar as the trustees are aware:

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 13 December 2023 and signed on the board's behalf by:



**Mr A Green**  
**Chair of Trustees**

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**GOVERNANCE STATEMENT**

**Scope of responsibility**

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

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

The board of trustees has delegated the day-to-day responsibility to the Headteacher as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Holmer Green Senior School Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met 6 times during the year.

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

<b>Trustee</b>	<b>Meetings attended</b>	<b>Out of a possible</b>
Mr A Green (Chair)	6	6
Miss E Ginger (Staff Trustee)	0	0
Mr G Davies	4	6
Mrs Rebecca Roberts	3	6
Mr P Davies	4	6
Mr E Hillyard (HT)	6	6
Mrs A Thomas	6	6
Mrs M Miller	4	4
Mrs L Minton	4	4
Miss J Kirkpatrick (Staff Trustee)	4	6
Mrs V Strutt	2	4
Mrs C Asare-Archer	4	5
Mrs E Starling	4	6
Mrs A Lee (Staff Trustee)	5	6
Mr S Pilgrim	4	6
Mr J Hunt	6	5
Mrs L Swain	3	6

The impact of each Governing Body Committee is reviewed and monitored through the Headline Document which it reviews and produces on a termly basis. The Governing Body also produces an Annual Report to Parents. The Trustees also carried out a comprehensive self-review supported by the NGA in 2018-19

Key findings noted, actions taken and their impact are noted below:

- o Separate out Trustees from Members - Actioned

The Finance, Premises and Health & Safety committee, is a sub-committee of the main board of trustees. Its purpose is to make sure that the Academy is following the ESFA's financial regulations.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

No significant issues to note were dealt with during the 12 month period.

Attendance at meetings during the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr A Green	4	4
Mr S Pilgrim (Chair)	4	4
Mr E Hillyard (HT)	4	4
Mrs Liliana Minton	1	2
Mr Jeremy Hunt	4	4

The requirements of an audit committee are covered under the Terms & Reference of the Finance, Premises and Health & Safety Committee. The requirements of this committee are to:

- o monitor the integrity of the financial statements;
- o review internal financial controls and review the Academy's internal control and risk management systems;
- o make recommendations to the Governing Body in relation to the appointment, re-appointment and removal of the external auditor and approve the remuneration and terms of engagement of the auditor; and
- o review the auditor's independence and objectivity.

No significant issues to note were dealt with during the 12 month period.

**Review of value for money**

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

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

- Maintaining strong academic outcomes and University destinations despite changes to the national exam system.
- Successful delivery of the Art Roof CIF Bid project whilst maintaining the full continuity of teaching and learning at the school.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Holmer Green Senior School Academy Trust for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Capacity to handle risk**

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

**The risk and control framework**

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

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

The board of trustees has decided:

- to buy-in an internal audit service from Strictly Education Ltd

The internal auditor's / reviewer's role includes giving advice on financial and other matters and performing a range of checks on the academy trust's financial and other systems. In particular, the checks carried out in the current period included:

- File Retention
- Attendance
- Governance Structure and Process

On an annual basis, the auditor / reviewer reports to the board of trustees, through the Finance, Premises and Health & Safety Committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The agreed schedule of work has been delivered as planned. No material control issues were identified as a result of the work undertaken.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Review of effectiveness**

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


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

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance, Premises and Health & Safety Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 13 December 2023 and signed on their behalf by:



**Mr A Green**  
**Chair of Trustees**



**Mr E Hillyard**  
**Accounting Officer**

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

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

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



**Mr E Hillyard**  
**Accounting Officer**  
Date: 13 December 2023



**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Academies Accounts Direction published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 13 December 2023 and signed on its behalf by:



**Mr A Green**  
**Chair of Trustees**

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HOLMER GREEN SENIOR SCHOOL**

**Opinion**

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

In our opinion the financial statements:

- give a true and fair view of the state of the Academy'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; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

**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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Academy's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HOLMER GREEN SENIOR SCHOOL (CONTINUED)**

**Other information**

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

We have nothing to report in this regard.

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

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

- the information given in the Trustees' report including the Strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report and the Strategic report have been prepared in accordance with applicable legal requirements.

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

In the light of our knowledge and understanding of the Academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report including the Strategic report.

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

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

**Responsibilities of trustees**

As explained more fully in the Statement of trustees' responsibilities, the Trustees (who are also the directors of the Academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HOLMER GREEN SENIOR SCHOOL (CONTINUED)**

**Auditors' responsibilities for the audit of the financial statements**

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

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

We considered the nature of the industry and its control environment, and reviewed the academy's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also inquired about management's own identification and assessment of the risks of irregularities.

We considered the nature of the industry and its control environment, and reviewed the academy's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory framework that the academy's operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the UK Companies Act and tax legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.
- We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management, and external legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meet

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' report.

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HOLMER GREEN SENIOR SCHOOL (CONTINUED)**

**Use of our report**

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

*Jake Lew*

**Jake Lew (Senior statutory auditor)**

for and on behalf of

**BKL Audit LLP**

Chartered Accountants  
Statutory Auditor

35 Ballards Lane  
London  
N3 1XW

13 December 2023

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HOLMER GREEN SENIOR SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 16 April 2018 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 Holmer Green Senior School during the year 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 Holmer Green Senior School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Holmer Green Senior 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 Holmer Green Senior School and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Holmer Green Senior School's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Holmer Green Senior School's funding agreement with the Secretary of State for Education 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 year 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.

The work undertaken to draw to our conclusion includes:

- Review and verification of evidence supporting the Accounting Officer's statement on regularity, propriety and compliance.
- Review of the Academy Trust's internal control procedures, specifically in respect to regularity, propriety and compliance.
- Focused testing, driven by our audit of the financial statements, principally checking that:
  - Grant income received has been expensed on prescribed expenditure; and
  - Expenditure has been appropriately authorised in accordance with the procedures outlined in the Academy Trust's financial procedures manual.
- Discussions and written representations from the Accounting Officer and other key management personnel (where applicable).

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HOLMER  
GREEN SENIOR SCHOOL AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 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.

*BKL Audit LLP*

**Reporting Accountant**

**BKL Audit LLP**

Chartered Accountants  
Statutory Auditor

35 Ballards Lane  
London  
N3 1XW

Date: 13 December 2023

**HOLMER GREEN SENIOR SCHOOL**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>						
Donations and capital grants	3	-	-	212,788	212,788	165,955
Other trading activities	5	102,554	-	-	102,554	210,676
Investments	6	240	-	-	240	160
Charitable activities	4	-	7,511,514	-	7,511,514	6,694,707
<b>Total income</b>		<b>102,794</b>	<b>7,511,514</b>	<b>212,788</b>	<b>7,827,096</b>	<b>7,071,498</b>
<b>Expenditure on:</b>						
Charitable activities	7	-	7,314,423	298,181	7,612,604	7,068,573
<b>Total expenditure</b>		<b>-</b>	<b>7,314,423</b>	<b>298,181</b>	<b>7,612,604</b>	<b>7,068,573</b>
<b>Net income/(expenditure)</b>		<b>102,794</b>	<b>197,091</b>	<b>(85,393)</b>	<b>214,492</b>	<b>2,925</b>
Transfers between funds	17	-	(73,303)	73,303	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>102,794</b>	<b>123,788</b>	<b>(12,090)</b>	<b>214,492</b>	<b>2,925</b>
<b>Other recognised gains/(losses):</b>						
Actuarial gains on defined benefit pension schemes	24	-	334,000	-	334,000	2,868,000
<b>Net movement in funds</b>		<b>102,794</b>	<b>457,788</b>	<b>(12,090)</b>	<b>548,492</b>	<b>2,870,925</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		623,743	(59,097)	19,477,774	20,042,420	17,171,495
Net movement in funds		102,794	457,788	(12,090)	548,492	2,870,925
<b>Total funds carried forward</b>		<b>726,537</b>	<b>398,691</b>	<b>19,465,684</b>	<b>20,590,912</b>	<b>20,042,420</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 27 to 51 form part of these financial statements.



**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07827237**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2023**

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	13	19,504,051	19,477,774
		<u>19,504,051</u>	<u>19,477,774</u>
<b>Current assets</b>			
Debtors	14	121,723	201,548
Cash at bank and in hand		1,801,481	1,089,926
		<u>1,923,204</u>	<u>1,291,474</u>
Creditors: amounts falling due within one year	15	(477,572)	(154,461)
<b>Net current assets</b>		<u>1,445,632</u>	<u>1,137,013</u>
<b>Total assets less current liabilities</b>		<u>20,949,683</u>	<u>20,614,787</u>
Creditors: amounts falling due after more than one year	16	(31,771)	(38,367)
<b>Net assets excluding pension liability</b>		<u>20,917,912</u>	<u>20,576,420</u>
Defined benefit pension scheme liability	24	(327,000)	(534,000)
<b>Total net assets</b>		<u><u>20,590,912</u></u>	<u><u>20,042,420</u></u>
<b>Funds of the Academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	19,465,684	19,477,774
Restricted income funds	17	725,691	474,903
		<u>20,191,375</u>	<u>19,952,677</u>
Restricted funds excluding pension asset	17	20,191,375	19,952,677
Pension reserve	17	(327,000)	(534,000)
<b>Total restricted funds</b>	17	<u>19,864,375</u>	<u>19,418,677</u>
<b>Unrestricted income funds</b>	17	726,537	623,743
<b>Total funds</b>		<u><u>20,590,912</u></u>	<u><u>20,042,420</u></u>

The financial statements on pages 24 to 51 were approved by the Trustees, and authorised for issue on 13 December 2023 and are signed on their behalf, by:

**Mr A Green**  
**Chair of Trustees**



The notes on pages 27 to 51 form part of these financial statements.

**HOLMER GREEN SENIOR SCHOOL**  
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	19	<b>829,581</b>	567,947
<b>Cash flows from investing activities</b>	21	<b>(111,430)</b>	(342,731)
<b>Cash flows from financing activities</b>	20	<b>(6,596)</b>	(50,309)
<b>Change in cash and cash equivalents in the year</b>		<b>711,555</b>	174,907
Cash and cash equivalents at the beginning of the year		<b>1,089,926</b>	915,019
<b>Cash and cash equivalents at the end of the year</b>	22, 23	<b><u>1,801,481</u></b>	<b><u>1,089,926</u></b>

The notes on pages 27 to 51 form part of these financial statements

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**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), judgments and key sources of estimation uncertainty, is set out below.

**1.1 Basis of preparation of financial statements**

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historic 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 Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements 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 financial statements.

**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 year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

**HOLMER GREEN SENIOR SCHOOL**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**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 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.

All resources expended are inclusive of irrecoverable VAT.

**1.5 Tangible fixed assets**

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of financial activities and carried forward in the Balance sheet. Depreciation on 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 each asset on a straight-line basis over its expected useful life, as follows:

Depreciation is provided on the following basis:

Long-term leasehold property	-	2% on cost
Furniture and equipment	-	20% on cost
Computer equipment	-	33% on cost

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 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**1. Accounting policies (continued)**

**1.7 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.8 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.

**1.9 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 bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. 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 as detailed in notes 15 and 16. 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.

**1.10 Pensions**

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

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

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 operating surplus 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.

**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**1. Accounting policies (continued)**

**1.10 Pensions (continued)**

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

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

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

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 operating surplus 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 Trustees.

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the 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.

Investment income, gains and losses are allocated to the appropriate fund.

**HOLMER GREEN SENIOR SCHOOL**  
(A company limited by guarantee)

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

**2. Critical accounting estimates and areas of judgment**

Estimates and judgments 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 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**3. Income from donations and capital grants**

	<b>Restricted fixed asset funds 2023 £</b>	<b>Total funds 2023 £</b>
Capital Grants	212,788	<b>212,788</b>
	<hr/> <hr/>	<hr/> <hr/>
	<b>Restricted fixed asset funds 2022 £</b>	<b>Total funds 2022 £</b>
Capital Grants	165,955	165,955
	<hr/> <hr/>	<hr/> <hr/>

**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**4. Funding for the Academy's charitable activities**

	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>
<b>DfE/ESFA grants</b>		
General Annual Grant (GAG)	6,669,759	<b>6,669,759</b>
Other DfE/ESFA grants		
Pupil Premium	121,093	<b>121,093</b>
Others	334,476	<b>334,476</b>
	<hr/> 7,125,328	<hr/> <b>7,125,328</b>
<b>Other Government grants</b>		
Local Authority grants	345,256	<b>345,256</b>
	<hr/> 345,256	<hr/> <b>345,256</b>
<b>COVID-19 additional funding (DfE/ESFA)</b>		
Other COVID-19 grants	40,930	<b>40,930</b>
	<hr/> 40,930	<hr/> <b>40,930</b>
	<hr/> 7,511,514	<hr/> <b>7,511,514</b>
	<hr/> <hr/> 7,511,514	<hr/> <hr/> <b>7,511,514</b>



**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**4. Funding for the Academy's charitable activities (continued)**

	Restricted funds 2022 £	Total funds 2022 £
<b>DfE/ESFA grants</b>		
General Annual Grant (GAG)	6,055,782	6,055,782
Other DfE/ESFA grants		
Pupil Premium	117,689	117,689
Others	148,367	148,367
	<hr/> 6,321,838	<hr/> 6,321,838
<b>Other Government grants</b>		
Local Authority grants	334,954	334,954
	<hr/> 334,954	<hr/> 334,954
<b>Other income from the Academy's educational activities</b>	7,700	7,700
<b>COVID-19 additional funding (DfE/ESFA)</b>		
Other COVID-19 grants	30,215	30,215
	<hr/> 30,215	<hr/> 30,215
	<hr/> 6,694,707	<hr/> 6,694,707
	<hr/> <hr/> 6,694,707	<hr/> <hr/> 6,694,707

**5. Income from other trading activities**

	Unrestricted funds 2023 £	Total funds 2023 £
Hire of facilities	30,012	<b>30,012</b>
Other income	72,542	<b>72,542</b>
	<hr/> 102,554	<hr/> <b>102,554</b>
	<hr/> <hr/> 102,554	<hr/> <hr/> <b>102,554</b>

**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**5. Income from other trading activities (continued)**

	Unrestricted funds 2022 £	Total funds 2022 £
Hire of facilities	26,135	26,135
Other income	184,541	184,541
	<u>210,676</u>	<u>210,676</u>

**6. Investment income**

	Unrestricted funds 2023 £	Total funds 2023 £
Bank interest	240	240

	Unrestricted funds 2022 £	Total funds 2022 £
Bank interest	160	160

**7. Expenditure**

	Staff Costs 2023 £	Premises 2023 £	Other 2023 £	Total 2023 £
Educational activities:				
Direct costs	5,006,073	-	574,671	5,580,744
Allocated support costs	993,457	732,525	305,878	2,031,860
	<u>5,999,530</u>	<u>732,525</u>	<u>880,549</u>	<u>7,612,604</u>

**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**7. Expenditure (continued)**

	Staff Costs 2022 £	Premises 2022 £	Other 2022 £	Total 2022 £
Educational activities:				
Direct costs	4,168,537	-	646,805	4,815,342
Allocated support costs	1,421,491	506,574	325,166	2,253,231
	<u>5,590,028</u>	<u>506,574</u>	<u>971,971</u>	<u>7,068,573</u>

**8. Analysis of expenditure by activities**

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Educational activities	<u>5,580,744</u>	<u>2,031,860</u>	<u>7,612,604</u>

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Educational activities	<u>4,815,342</u>	<u>2,253,231</u>	<u>7,068,573</u>

**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**8. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

	<b>Educational activities 2023 £</b>	<b>Total funds 2023 £</b>
Staff costs	4,979,828	<b>4,979,828</b>
Educational supplies	268,496	<b>268,496</b>
Examination fees	100,358	<b>100,358</b>
Educational consultancy	18,445	<b>18,445</b>
Recruitment and support	12,406	<b>12,406</b>
Technology costs	174,966	<b>174,966</b>
Supply teacher costs	26,245	<b>26,245</b>
	<hr/> 5,580,744 <hr/>	<hr/> <b>5,580,744</b> <hr/>
	<b>Educational activities 2022 £</b>	<b>Total funds 2022 £</b>
Staff costs	4,320,546	4,320,546
Educational supplies	182,849	182,849
Examination fees	89,901	89,901
Educational consultancy	7,769	7,769
Recruitment and support	15,271	15,271
Technology costs	134,917	134,917
Supply teacher costs	64,089	64,089
	<hr/> 4,815,342 <hr/>	<hr/> <b>4,815,342</b> <hr/>

**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Educational activities 2023 £</b>	<b>Total funds 2023 £</b>
Pension finance costs	19,000	<b>19,000</b>
Staff costs	885,457	<b>885,457</b>
Depreciation	298,181	<b>298,181</b>
Maintenance of premises and equipment	176,607	<b>176,607</b>
Cleaning	168,133	<b>168,133</b>
Insurance	26,320	<b>26,320</b>
Catering	64,415	<b>64,415</b>
Energy	176,521	<b>176,521</b>
Professional fees	103,428	<b>103,428</b>
Other staff costs	10,018	<b>10,018</b>
Other support costs	(4,220)	<b>(4,220)</b>
Non cash pension costs	108,000	<b>108,000</b>
	<u>2,031,860</u>	<u><b>2,031,860</b></u>
	<b>Educational activities 2022 £</b>	<b>Total funds 2022 £</b>
Pension finance costs	49,000	49,000
Staff costs	881,393	881,393
Depreciation	267,389	267,389
Maintenance of premises and equipment	188,737	188,737
Cleaning	141,404	141,404
Insurance	24,780	24,780
Catering	46,304	46,304
Energy	113,935	113,935
Professional fees	108,973	108,973
Other staff costs	12,824	12,824
Other support costs	94,492	94,492
Non cash pension costs	324,000	324,000
	<u>2,253,231</u>	<u><b>2,253,231</b></u>

**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**9. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2023</b>	2022
	<b>£</b>	<b>£</b>
Operating lease rentals	<b>11,051</b>	17,058
Depreciation of tangible fixed assets	<b>298,181</b>	267,389
Fees paid to auditors for:		
- audit	<b>7,095</b>	5,650
- other services	<b>3,500</b>	3,500
	<b>=====</b>	<b>=====</b>

**10. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>2023</b>	2022
	<b>£</b>	<b>£</b>
Wages and salaries	<b>4,520,897</b>	3,993,233
Social security costs	<b>445,364</b>	395,180
Pension costs	<b>899,024</b>	813,526
	<b>=====</b>	<b>=====</b>
	<b>5,865,285</b>	5,201,939
Teaching supply costs	<b>26,245</b>	64,089
Non cash pension costs	<b>108,000</b>	324,000
	<b>=====</b>	<b>=====</b>
	<b>5,999,530</b>	5,590,028

**b. Staff numbers**

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

	<b>2023</b>	2022
	<b>No.</b>	<b>No.</b>
Teaching	<b>65</b>	66
Administration and support	<b>58</b>	59
Management	<b>9</b>	11
	<b>=====</b>	<b>=====</b>
	<b>132</b>	136

**HOLMER GREEN SENIOR SCHOOL**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**10. Staff (continued)**

**c. Higher paid staff**

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	<b>2023</b>	2022
	<b>No.</b>	No.
In the band £60,001 - £70,000	<b>5</b>	5
In the band £70,001 - £80,000	<b>1</b>	-
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	<b>1</b>	-

**d. Key management personnel**

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of 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 £801,002 (2022 - £886,036).

**11. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		<b>2023</b>	2022
		<b>£</b>	£
J Kirkpatrick	Remuneration	<b>55,000 -</b>	50,000 -
		<b>60,000</b>	55,000
	Pension contributions paid	<b>10,000 -</b>	10,000 -
		<b>15,000</b>	15,000
A Lee	Remuneration	<b>10,000 -</b>	10,000 -
		<b>15,000</b>	15,000
	Pension contributions paid	<b>0 - 5,000</b>	0 - 5,000
E Ginger	Remuneration	<b>NIL</b>	45,000 -
			50,000
	Pension contributions paid	<b>NIL</b>	10,000 -
			15,000
E Hillyard	Remuneration	<b>90,000 -</b>	85,000 -
		<b>95,000</b>	90,000
	Pension contributions paid	<b>20,000 -</b>	20,000 -
		<b>25,000</b>	25,000
F Kiss	Remuneration	<b>NIL</b>	50,000 -
			55,000
	Pension contributions paid	<b>NIL</b>	10,000 -
			15,000

During the year ended 31 August 2023, no Trustee expenses have been incurred (2022 - £NIL).

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FOR THE YEAR ENDED 31 AUGUST 2023**

**12. Trustees' and Officers' insurance**

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

**13. Tangible fixed assets**

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 September 2022	20,064,815	607,098	1,102,650	21,774,563
Additions	211,271	24,700	88,487	324,458
At 31 August 2023	<u>20,276,086</u>	<u>631,798</u>	<u>1,191,137</u>	<u>22,099,021</u>
<b>Depreciation</b>				
At 1 September 2022	1,129,481	214,167	953,141	2,296,789
Charge for the year	144,522	60,694	92,965	298,181
At 31 August 2023	<u>1,274,003</u>	<u>274,861</u>	<u>1,046,106</u>	<u>2,594,970</u>
<b>Net book value</b>				
At 31 August 2023	<u>19,002,083</u>	<u>356,937</u>	<u>145,031</u>	<u>19,504,051</u>
At 31 August 2022	<u>18,935,334</u>	<u>392,931</u>	<u>149,509</u>	<u>19,477,774</u>

**14. Debtors**

	2023 £	2022 £
<b>Due within one year</b>		
Trade debtors	33,263	25,141
Other debtors	41,268	71,121
Prepayments and accrued income	47,192	105,286
	<u>121,723</u>	<u>201,548</u>



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**15. Creditors: Amounts falling due within one year**

	2023 £	2022 £
Other loans	6,596	6,596
Trade creditors	228,576	80,515
Other taxation and social security	112,395	-
Other creditors	109,592	-
Accruals and deferred income	20,413	67,350
	<u>477,572</u>	<u>154,461</u>

**16. Creditors: Amounts falling due after more than one year**

	2023 £	2022 £
Other loans	<u>31,771</u>	<u>38,367</u>

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

**17. Statement of funds**

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>Unrestricted funds</b>						
General Funds - all funds	623,743	102,794	-	-	-	726,537
<b>Restricted general funds</b>						
General annual grant (GAG)	474,903	6,723,576	(6,399,485)	(73,303)	-	725,691
Pupil Premium	-	121,093	(121,093)	-	-	-
Other ESFA funding	-	280,659	(280,659)	-	-	-
Local Authority grants	-	345,256	(345,256)	-	-	-
Other COVID-19 Grants	-	40,930	(40,930)	-	-	-
Pension reserve	(534,000)	-	(127,000)	-	334,000	(327,000)
	(59,097)	7,511,514	(7,314,423)	(73,303)	334,000	398,691
<b>Restricted fixed asset funds</b>						
Restricted Fixed Asset Funds - All Funds	19,477,774	212,788	(298,181)	73,303	-	19,465,684
<b>Total Restricted funds</b>	19,418,677	7,724,302	(7,612,604)	-	334,000	19,864,375
<b>Total funds</b>	20,042,420	7,827,096	(7,612,604)	-	334,000	20,590,912

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

Restricted fixed asset funds have been increased by Capital grants provided by the DfE and reduced by depreciation charges.

Restricted general funds have been increased by revenue grants provided by the DfE and reduced by expenditure incurred in the operation of the academy.

The restricted funds can only be used in term of limitation imposed under the Funding Agreement with the DfE and the term of any specific grant.

Unrestricted funds have been increased by other trading activities and reduced by expenditure incurred in

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

**17. Statement of funds (continued)**

the operation of these trading activities.

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.

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

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
<b>Unrestricted funds</b>						
General Funds - all funds	412,907	210,836	-	-	-	623,743
<b>Restricted general funds</b>						
General annual grant (GAG)	512,186	6,055,782	(5,750,174)	(342,891)	-	474,903
Pupil premium	-	117,689	(117,689)	-	-	-
Other ESFA funding	-	148,367	(148,367)	-	-	-
Local authority grants	-	334,954	(334,954)	-	-	-
Catch-up premium	39,085	-	(39,085)	-	-	-
Other COVID-19 Grants	-	30,215	(30,215)	-	-	-
General funds	-	7,700	(7,700)	-	-	-
Pension reserve	(3,029,000)	-	(373,000)	-	2,868,000	(534,000)
	<u>(2,477,729)</u>	<u>6,694,707</u>	<u>(6,801,184)</u>	<u>(342,891)</u>	<u>2,868,000</u>	<u>(59,097)</u>
<b>Restricted fixed asset funds</b>						
Restricted Fixed Asset Funds - all funds	19,236,317	165,955	(267,389)	342,891	-	19,477,774
<b>Total Restricted funds</b>	<u>16,758,588</u>	<u>6,860,662</u>	<u>(7,068,573)</u>	<u>-</u>	<u>2,868,000</u>	<u>19,418,677</u>
<b>Total funds</b>	<u><u>17,171,495</u></u>	<u><u>7,071,498</u></u>	<u><u>(7,068,573)</u></u>	<u><u>-</u></u>	<u><u>2,868,000</u></u>	<u><u>20,042,420</u></u>

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

**18. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	19,504,051	<b>19,504,051</b>
Current assets	726,537	1,196,667	-	<b>1,923,204</b>
Creditors due within one year	-	(470,976)	(6,596)	<b>(477,572)</b>
Creditors due in more than one year	-	-	(31,771)	<b>(31,771)</b>
Provisions for liabilities and charges	-	(327,000)	-	<b>(327,000)</b>
<b>Total</b>	<b>726,537</b>	<b>398,691</b>	<b>19,465,684</b>	<b>20,590,912</b>

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2022 £	Restricted funds 2022 £	Restricted fixed asset funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	19,477,774	19,477,774
Current assets	623,743	667,731	-	1,291,474
Creditors due within one year	-	(154,461)	-	(154,461)
Creditors due in more than one year	-	(38,367)	-	(38,367)
Provisions for liabilities and charges	-	(534,000)	-	(534,000)
<b>Total</b>	<b>623,743</b>	<b>(59,097)</b>	<b>19,477,774</b>	<b>20,042,420</b>

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**19. Reconciliation of net income to net cash flow from operating activities**

	2023 £	2022 £
Net income for the year (as per Statement of financial activities)	<b>214,492</b>	2,925
<b>Adjustments for:</b>		
Depreciation	<b>298,181</b>	267,389
Capital grants from DfE and other capital income	<b>(212,788)</b>	(165,955)
Interest receivable	<b>(240)</b>	(160)
Defined benefit pension scheme cost less contributions payable	<b>108,000</b>	324,000
Defined benefit pension scheme finance cost	<b>19,000</b>	49,000
Decrease/(increase) in debtors	<b>79,825</b>	(47,496)
Increase in creditors	<b>323,111</b>	138,244
<b>Net cash provided by operating activities</b>	<b>829,581</b>	567,947

**20. Cash flows from financing activities**

	2023 £	2022 £
Repayments of borrowing	<b>(6,596)</b>	(50,309)
<b>Net cash used in financing activities</b>	<b>(6,596)</b>	(50,309)

**21. Cash flows from investing activities**

	2023 £	2022 £
Interest received	<b>240</b>	160
Purchase of tangible fixed assets	<b>(324,458)</b>	(508,846)
Capital grants from DfE Group	<b>212,788</b>	165,955
<b>Net cash used in investing activities</b>	<b>(111,430)</b>	(342,731)

**22. Analysis of cash and cash equivalents**

	2023 £	2022 £
Cash at bank and in hand	<b>1,801,481</b>	1,089,926
	<b>1,801,481</b>	1,089,926

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**NOTES TO THE FINANCIAL STATEMENTS  
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**23. Analysis of changes in net debt**

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	1,089,926	711,555	1,801,481
Debt due within 1 year	(6,596)	-	(6,596)
Debt due after 1 year	(38,367)	6,596	(31,771)
	<u>1,044,963</u>	<u>718,151</u>	<u>1,763,114</u>

**24. Pension commitments**

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

The latest valuation of the TPS related to the period ended 31 March 2020 and the latest triennial valuation for LGPS related to the period ended 31 March 2022. The Trust has received an actuarial report relating to the valuation of the LGPS as at 31 August 2023.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

**Teachers' Pension Scheme**

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

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

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**24. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

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

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, 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 TPS in the year amounted to £683,207 (2022 - £607,052).

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

Under the definitions set out in 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 contribution made for the year ended 31 August 2023 was £264,000 (2022 - £256,000), of which employer's contributions totalled £208,000 (2022 - £200,000) and employees' contributions totalled £56,000 (2022 - £56,000). The agreed contribution rates for future years are 22.9 per cent for employers and between 6.5 and 12 per cent for employees.

As described in note 1.11 the LGPS obligation relates to the employees of the academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy at the balance sheet date.

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

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

**24. Pension commitments (continued)**

**Principal actuarial assumptions**

Buckinghamshire County Council Pension Fund

	<b>2023</b>	2022
	%	%
Rate of increase in salaries	<b>3.90</b>	4.00
Rate of increase for pensions in payment/inflation	<b>2.90</b>	3.00
Discount rate for scheme liabilities	<b>5.30</b>	4.25

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

	<b>2023</b>	2022
	Years	Years
Retiring today		
Males	<b>20.7</b>	21.0
Females	<b>24.3</b>	24.6
Retiring in 20 years		
Males	<b>22.0</b>	22.3
Females	<b>25.7</b>	26.0

**Sensitivity analysis**

Buckinghamshire County Council Pension Fund

**Share of scheme assets**

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

	<b>At 31 August 2023</b>	At 31 August 2022
	£	£
Equities	<b>2,273,000</b>	1,960,000
Gilts	<b>296,000</b>	281,000
Corporate bonds	<b>397,000</b>	449,000
Property	<b>228,000</b>	227,000
Cash and other liquid assets	<b>51,000</b>	86,000
Asset backed securities	<b>765,000</b>	517,000
<b>Total market value of assets</b>	<b>4,010,000</b>	3,520,000

The actual return on scheme assets was £25,000 (2022 - £224,000).



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**24. Pension commitments (continued)**

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

	<b>2023</b> £	2022 £
Current service cost	<b>(313,000)</b>	(531,000)
Interest income	<b>155,000</b>	60,000
Interest cost	<b>(174,000)</b>	(109,000)
Administrative expenses	<b>(3,000)</b>	(3,000)
<b>Total amount recognised in the Statement of financial activities</b>	<b>(335,000)</b>	(583,000)

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

	<b>2023</b> £	2022 £
<b>At 1 September</b>	<b>4,054,000</b>	6,600,000
Current service cost	<b>313,000</b>	521,000
Interest cost	<b>174,000</b>	109,000
Employee contributions	<b>56,000</b>	56,000
Actuarial losses	<b>(270,000)</b>	(3,152,000)
Benefits paid	<b>10,000</b>	(80,000)
<b>At 31 August</b>	<b>4,337,000</b>	4,054,000

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

	<b>2023</b> £	2022 £
<b>At 1 September</b>	<b>3,520,000</b>	3,571,000
Interest income	<b>155,000</b>	60,000
Actuarial gains/(losses)	<b>64,000</b>	(284,000)
Employer contributions	<b>208,000</b>	200,000
Employee contributions	<b>56,000</b>	56,000
Benefits paid	<b>10,000</b>	(80,000)
Administrative expenses	<b>(3,000)</b>	(3,000)
<b>At 31 August</b>	<b>4,010,000</b>	3,520,000

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**25. Operating lease commitments**

At 31 August 2023 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>2023</b> £	2022 £
Not later than 1 year	<b>22,122</b>	11,051
Later than 1 year and not later than 5 years	<b>45,092</b>	17,166
	<hr/> <b>67,214</b> <hr/>	<hr/> 28,217 <hr/>

**26. 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/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

**27. Related party transactions**

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

Holmer Green Senior School Trust (Charity No. 1051142) is a related party of the academy.

During the year, the academy was reimbursed for £32,442 (2022: £13,386) of expenditure incurred on behalf of the Trust. Included in creditors is £Nil (2022: £753) owed to the Trust.

Holmer Green Senior School Parents and Friends Association (Charity no: 115695) is a related party of the Academy.

During the year, the charity did not make any donations towards equipment for the Expansion Plan (2022: £Nil). However, a large donation is planned for 2023-24. In addition, the academy was reimbursed for £139.96 (2022: £Nil) of expenditure incurred on its behalf of the Association.

No other related party transactions took place in the period of account, other than certain trustees' remuneration and. expenses already disclosed in note 11.

**28. Post balance sheet event**

The supreme court ruling on Harpur vs Brazel (2022) has upheld the ruling impacting holiday pay for part time workers. Employers will now be required to revisit their historical holiday calculations to retrospectively apply this ruling. Whilst this will create a liability for the trust, the government are yet to produce guidance as to the specifics of the calculation required, and hence no accurate provision can currently be made.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**29. Agency arrangements**

The academy distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2023 the academy received £2,004 (2022: £3,537) and disbursed £2,002 (2022: £3,520) from the fund.


# Holmer Green - 2023 Accounts - Revised for signature

Final Audit Report


2023-12-21


Created:	2023-12-21
By:	AcademyAudit@bkl.co.uk AcademyAudit@bkl.co.uk (AcademyAudit@bkl.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAiGP1ZqjfzStGcXQp1_ExbA1Kq7kUhZcr


## "Holmer Green - 2023 Accounts - Revised for signature" History


 Document created by AcademyAudit@bkl.co.uk AcademyAudit@bkl.co.uk (AcademyAudit@bkl.co.uk)  
2023-12-21 - 17:30:04 GMT


 Document emailed to tonyg@holmer.org.uk for signature  
2023-12-21 - 17:33:22 GMT


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2023-12-21 - 17:50:08 GMT


 Signer tonyg@holmer.org.uk entered name at signing as A Green  
2023-12-21 - 17:51:37 GMT


 Document e-signed by A Green (tonyg@holmer.org.uk)  
Signature Date: 2023-12-21 - 17:51:39 GMT - Time Source: server

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2023-12-21 - 17:59:54 GMT

 Signer hillyarde@holmer.org.uk entered name at signing as Ed Hillyard  
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 Document e-signed by Ed Hillyard (hillyarde@holmer.org.uk)  
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2023-12-21 - 18:01:48 GMT

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2023-12-21 - 18:02:24 GMT

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2023-12-21 - 18:03:02 GMT

 Signer jake.lew@bkl.co.uk entered name at signing as BKL Audit LLP

2023-12-21 - 18:03:17 GMT

 Document e-signed by BKL Audit LLP (jake.lew@bkl.co.uk)

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 Agreement completed.

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