

Company Registration Number: 07512962 (England & Wales)

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Stephen Butcher Stephen Cook Richard Oliver, Lord Faulkner of Worcester John Painter Diana Stubbs Keith Watson
Governors	Linda Biggs, Co-Opted Governor ^{1,3} Joanna Brett, Parent Governor ^{1,3} Stephen Butcher, Chair of Governors / Partnership Governor ^{1,2,3,4} Stephen Cook, Community Governor ^{1,3} James Curran, Community Governor ^{1,3} Deborah Edmonson, Parent Governor (appointed 5 October 2022) Dr Anthony Evans, Staff Governor / Head Teacher / Accounting Officer ^{1,2,3,4} Fiona George, Parent Governor (appointed 23 November 2022) ⁴ Ginette Getting, Parent Governor ^{1,4} Dr Victoria Hardwick, Parent Governor ^{1,4} Alan Harris, Partnership Governor ^{1,2} Harry Organ, Partnership Governor ^{1,2} John Painter, Partnership Governor ^{1,2} Dr Edward Pillar, Community Governor ^{1,4} Christopher Simpson, Parent Governor ^{1,2} Michael Thompson, Staff Governor ^{1,2} Linda Walker, Staff Governor ^{1,4} Keith Watson, Vice Chair / Community Governor ^{1,4} ¹ Full Governors ² Audit & Risk ³ Safeguarding, Property and General Purposes ⁴ Academic, Pastoral & Teaching
Company registered number	07512962
Company name	The Prince Henry's High School Academy Trust
Principal and registered office	Victoria Avenue Evesham Worcestershire WR11 4QH
Governance Professional	Mrs Marie Wall
Head Teacher	Dr Anthony Evans

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
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**Senior management
team**

Dr Anthony Evans, Head Teacher
Benjamin Freeman, Senior Deputy Head Teacher
Antonia Lungley, Deputy Head Teacher
Nuala Barker, Deputy Head Teacher
Suzanne Thomas, Deputy Head Teacher
Andrew Duffy, Assistant Head Teacher
Clare Webb, Assistant Head Teacher
Alexander Hulse, Operations Manager

Independent auditor

Crowe U.K. LLP
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Bankers

Santander UK Plc
Bridle Road
Bootle
Merseyside
L30 4GB

The Royal Bank of Scotland Plc
5 Church Street
Sheffield
South Yorkshire
S1 1HF

Solicitors

Browne Jacobson
44 Castle Gate
Nottingham
Nottinghamshire
NG1 7BJ

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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Governors present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2022 to 31 August 2023. The Annual report serves the purposes of both a Governors' report, and a Directors' report under company law.

The trust operates an educational academy for pupils aged 13 to 18 serving a catchment area in Evesham and the outlying area. It has a pupil capacity of 1,307 and had a roll of 1,289 in the school census on 6th October 2022.

Structure, governance and management

a. Constitution

The Academy is a members limited liability company and an exempt charity. The charitable company's Memorandum of Association is the primary governing document of the academy trust. The Governors of The Prince Henry's High School Academy Trust are also the directors of the charitable company for the purpose of company law. The charitable company is known as The Prince Henry's High School Academy Trust.

Details of Governors who served during the period are included in the Reference and administrative details on page 1.

In this report there are frequent references to trustees. This is the same body of people as both the directors of the company and the 'governors' of a single academy trust; these words are used interchangeably. They are the people responsible under the academy trust's articles of association for controlling its management and administration. They have responsibility for directing its affairs, and for ensuring that it is solvent, well run, and delivering the trust's charitable outcomes for the benefit of the public.

b. 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.

c. Trustees' indemnities

The Academy provides indemnity insurance to cover the liability of Governors which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Academy.

d. Method of recruitment and appointment or election of Governors

A minimum of three and a maximum of four Governors are elected by the parental body as Parent Governors.

The Head of the school is a Governor.

Two of the Governors are elected by the staff of the school as Staff Governors.

A minimum of three and a maximum of six Governors are nominated by the members as Community Governors.

A minimum of two and a maximum of four Governors are nominated by the members as Partnership Governors.

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

Structure, governance and management (continued)

For any Governor, other than Staff Governors, prior to taking up the post, references will be sought by the Clerk and presented to the Governor Appointments Committee. This is to ensure that students are further safeguarded and potential conflicts of interest are avoided.

The Governors are aware of the requirements within the Academies Trust Handbook 2022 and 2023 and the school is working towards making changes to the governance structure ensuring that: a) the majority of Members will be independent of the Governing Body; and b) there will be no Staff Governors elected in addition to the Headteacher and Accounting Officer.

e. Policies adopted for the induction and training of Governors

Training and induction for Governors will depend on their prior experience and/or knowledge. Most induction is carried out "in house", but external trainers may be brought in, or Governors may attend external training provision as appropriate. Governors are provided with copies of all the documents that they will need to undertake their role.

f. Organisational structure

The Governing Body is responsible for managing the Academy on behalf of the Trust. It provides oversight and strategic direction for the Academy and does so through a robust governance and decision-making process, which includes regular meetings, debate, review of working papers and strategy discussions. Financial Management and oversight is managed through strict adherence to the guidance provided by the ESFA through the latest version of its Academies Financial Handbook and by following the relevant guidance provided by the Charities Commission and HM Treasury Managing Public Money guidance.

The Governing Body continues to be advised by their legal representatives Browne Jacobson to ensure that the Articles of Association remain up to date and appropriate bearing in mind potential changes to both national and local educational structures.

The key responsibilities of the Governing Body are to:

- Ensure the quality of educational provision
- Challenge, monitor and support the performance of the school
- Manage the Trust's finances and property and assets
- Manage the Headteacher
- Exercise reasonable skill and care in carrying out their duties
- Ensure that the Academy Trust complies with charity and company law
- Operate the Academy in accordance with the Funding Agreement that has been signed with the Secretary of State

To deliver to these broad responsibilities the Governing Body delegates, through explicit Terms of Reference, a number of its responsibilities to three key Committees as follows:

- Audit and Risk (A&R)
- Safeguarding, Property and General Purposes (SP & GP);
- Academic, Pastoral and Teaching (AP&T)

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GOVERNORS' REPORT (CONTINUED)
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Structure, governance and management (continued)

Other Committees which meet as required are:

- Accounts and Budget (Sub-committee of Audit & Risk)
- Strategic Consultation
- Governor Appointments
- Salaries & Appointments
- Staff
- Pupil Admissions

The Statutory Appeal Committees, which meet as necessary, are: Exclusions, Complaints and Conduct; Staff Appeals; and Independent Appeals Panel.

All Committees report to the Governing Body as set out in their Terms of Reference, meet on an agreed schedule and on an as required basis, report to and where necessary, ask the Full Governing Body to approve decisions made in the Committees.

The Governing Body delegates executive responsibilities for maintaining, running and developing the Academy to the Head and his Senior Leadership Team. All delegated Leadership responsibilities are articulated in appropriate job descriptions and formal authority documents. All delegated Leadership responsibilities are recorded formally through the weekly Senior Leadership Team meetings. These are monitored through the Academy's System and Control procedures, its Risk Management structures and Internal Control Framework and are subject to regular scrutiny and audit.

g. Arrangements for setting pay and remuneration of key management personnel

For a number of years the Academy has implemented its own Pay Scales for Teaching Staff. Following consultation, with effect from 1 September 2022, the Support Staff Pay Scale has been reformed and will be entirely separate from the NJC Scales.

As set out in the Academy's Pay Policy, the Governing Body has established pay ranges for the Headteacher, Deputy Headteachers and Assistant Headteachers. All decisions concerning pay and remuneration are made by the Salaries and Appointments Committee and ratified by the Full Governing Body. Benchmarking exercises are regularly carried out by the Salaries and Appointments Committee and an independent School Improvement Partner is used to support the setting and review of performance targets for the Headteacher.

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

Structure, governance and management (continued)

h. Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the year	2
Full-time equivalent employee number	116

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	-
1%-50%	2
51%-99%	-
100%	-

Percentage of pay bill spent on facility time £

Total cost of facility time	2,545
Total pay bill	6,104,330
Percentage of total pay bill spent on facility time	0.04 %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	85.42 %
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i. Connected organisations, including related party relationships

During the period the Academy's SCITT had 15 trainees. There were some related party relationships, which are acknowledged at the Governors' meetings through the pecuniary interests forms, and any financial transactions are disclosed in the notes to the accounts.

Prince Henry's became a Teaching School Hub (TSH) for the West Midlands 1 (WM1) area, which covers Wychavon, Wyre Forest, Worcester and Malvern Hills across Worcestershire, and the whole of Herefordshire. The strategic objectives of the Hub are to:

- Support the development of Initial Teacher Training
- Co-ordinate the Early Career Framework (ECF) for Early Career Teachers (ECTs)
- Act as an Appropriate Body
- Co-ordinate the professional development opportunities through the NPQ framework of qualifications
- Signpost other CPD opportunities

Schools connected with Prince Henry's in relation to these areas are identified on the SCITT website and the TSH website.

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Structure, governance and management (continued)

The Prince Henry's School Evesham Charitable Trust oversees the operation of the Henrician Theatre (formerly the Evesham Arts Centre). The Charitable Trust is separate from the Academy Trust and is therefore not considered to be a connected organisation or a related party.

Objectives and activities

a. Objects and aims

The Academy's main object is set out in its Articles of Association and referred to in pages 5-12 of that document. In summary, the principle object is to create and develop the very best Teaching and Learning environment for all our students and staff based upon the virtues of sound universal values; thus enabling our students to leave Prince Henry's as well rounded young people with a first class outstanding education that becomes fully embedded and integrated into their future lives.

We aim to achieve this by:

- Recruiting teachers to Prince Henry's who represent excellent role models: highly qualified, courteous, professional, and happy to help all students at all times
- Ensuring Prince Henry's staff instil into our students the universal values outlined on our website
- Ensuring the facilities and resources available are suitable and well maintained for an appropriate teaching environment
- Providing a modern, broad, balanced, relevant and sustainable curriculum, so that our provision supports the individual needs of all of our students
- Listening and responding appropriately to any parental queries on a personal basis, and supporting parents and carers with their child's journey through Prince Henry's
- Recruiting new entrants to the teaching profession and providing high quality CPD through our SCITT and Teaching School Hub
- Being relentless in the quest for outstanding continuous improvement in all areas of Prince Henry's

In accordance with the Articles of Association, the academy has adopted a Funding Agreement approved by the Secretary of State for Education. The Funding Agreement specifies, amongst other things, the basis and requirements for admission of students, and that the curriculum should comply with the substance of the National Curriculum.

b. Objectives, strategies and activities

To help with the objects and aims above, during the 2022/23 academic year, the Academy set aspirational aims and objectives as follows:

- To obtain pupil outcomes and academic results as detailed in our School Improvement Plan.
- To ensure appropriate planning is in place to ensure students are able to re-engage with their learning during the return to school in September 2022 following the pandemic.
- To monitor curriculum and assessment procedures in light of the changing circumstances of the pandemic
- To monitor and refine curriculum provision in light of new curriculum changes, including a focus upon "the learning journeys" in every department; and an expansion of Key Stage 5 (KS5) subjects on offer within the Sixth Form.
- To increase the number of students retained from Year 11 and joining Sixth Form.
- To look at restructuring the Sixth Form staffing.
- To prepare the school for the full return of national examinations in Summer 2023 and the FULL curriculum changes required for this.

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GOVERNORS' REPORT (CONTINUED)
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Objectives and activities (continued)

- To prepare the school for changes to assessment so that each pupil's Progress 8 and Attainment 8 measure is maximised.
- To intensely focus upon Disadvantaged Pupil Progress
- To continue to monitor the delivery of PSHRE curriculum - including British values and Diversity in lessons and through assemblies, following the reaccreditation of the SMSCD Gold Award.
- To make a successful application for the IQM Quality Mark.
- To ensure that the school is reaccredited with the Career Mark.
- To continue to improve the school site to create a better learning environment for our students, including relocation and refurbishment of a number of departments (Sixth Form Private Study, History & Geography' Fitness Room; on-site parking to pedestrianise the site).
- Providing the Leadership and Management structures to oversee the unintended consequences of costs caused by rising inflation; the partially funded Pay Award; the rising costs of energy.
- To ensure that SLT, Staff and Governors are aware of the latest advice and guidance on Safeguarding priorities.
- To embed the House structure across the whole school.
- To make a successful bid to replace the boilers, windows by the gym and the cess pit by the tennis courts.
- To continue to develop our alternative provision in the school through The Lodge and The Bridge and make a successful bid to improve the facilities provided.
- To ensure that our sixth cohort of SCITT students is successful.
- To either make a successful application with the SCITT reaccreditation or enter a partnership to become a Delivery Partner simultaneously ensuring our SCITT is sustainable.
- To ensure our Year Two targets for TSH are successfully achieved.
- To continue to improve processes for developing self evaluation and school improvement in preparation for Ofsted.
- To further improve the quality and sustainability of the staff through appropriate or targeted professional development.
- To explore the development of a Multi Academy Trust- Worcestershire Hills Trust.

The strategies and activities of the Academy were as follows during the 2022/23 academic year:

- The school rapidly implemented new curriculum changes and robust mechanisms for supporting students to prepare for public exams.
- We provided an extensive and wide-ranging programme of CPD for staff.
- There were very positive results at A-level and GCSE and students made excellent progress.
- Whilst we were unsuccessful in our CIF bid to replace the boilers and windows; we were successful in receiving funding to enhance The Bridge and replace the cess pit. The installation of a new cesspit provides the school with efficiency savings to spend directly for the benefit of students.
- We were also successful in receiving a grant the previous academic year from the Wolfson Foundation to help fund the creation of a new Music Department. We completed the move of the department in September 2022.
- We saw pleasing gains in the performance measures of our KS4 students, in Maths, English, EBaccalaureate Subjects and for Disadvantaged Students / SEND students.
- We continued to enhance the curriculum provision for our students receiving Alternative Provision.
- We exceeded all the targets for Year Two of the TSH and targets for Year Three were accepted by the DfE.
- We successfully trained 14 student teachers through our SCITT.
- Successful external audits were undertaken into Cyber Security, Safeguarding and the Sixth Form. In addition, an Independent Assessment was undertaken of the Leadership, Management and Governance of the School in relation to the Quality of Education provided as part of a Due Diligence exercise to establish a Multi Academy Trust. All of these showed positive outcomes.
- The school was re-accredited with the School Games Platinum award, Career Mark, and accredited with the IQM Centre of Excellence Award.

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GOVERNORS' REPORT (CONTINUED)
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Objectives and activities (continued)

c. Public benefit

In setting our objectives and planning our activities, the Governors have given careful consideration to the Charity Commission's general guidance on public benefit.

The Academy aims to advance for the public benefit, education in Evesham and the surrounding area. In particular, but without prejudice to the generality of the foregoing by estimating, maintaining, managing and development of schools, offering a broad curriculum with a strong emphasis on enrichment activities.

The Academy provides some facilities for recreational and other leisure time occupation for the community at large including the Sports Hall, astro turf pitches, cricket coaching and other sporting facilities. Bookings are taken from the community to take advantage of out of school hours' provision and the Academy is pleased to be able to play a part in improving social welfare and the life of the said community. Income from these facilities is included in the school's accounts. The use of the school's theatre, "The Henrician" during evenings and weekends is managed through a separate Theatre Charitable Trust.

As an Academy we have a duty to support other schools. We have strong relationships with our feeder middle schools and with first schools in the local area. We also maintain a number of strong partnerships through our SCITT and Teaching School Hub.

During the 2022-23 school year, 1,289 pupils attended the Academy. Our catchment area includes:

1. Evesham north of the Avon ("the old town").
2. Evesham south of the Avon and west of the River Isbourne ("Hampton").
3. Villages north of Evesham (Norton, Lenchwick, Harvington, Abbots Morton, Radford, the Lenches).
4. Villages around Bredon Hill (principally Charlton, Cropthorne, Elmley Castle, Bricklehampton, Eckington, Bredon, Kinsham, Bredons Norton, Westmancote, Overbury, Kemerton, Conderton, Beckford, Ashton).
5. South eastern villages (Hinton, Sedgeberrow, Aston Somerville, Childswickham, Broadway).

The majority of students come from St Egwin's CE Middle School (which serves 1, 2 and 3 above) and from Bredon Hill Academy (which serves 4 and 5).

Strategic report

Achievements and performance

The main achievement has been the maintenance of high academic standards, as evidenced by the published public examination results. A Level results were again very pleasing. Approximately 75% of students progressed to higher education, of whom over 35% went to Oxford, Cambridge, a Russell Group university or another of the universities in the Times' top 20 universities list. This included one student who was awarded a place at Oxford University. More importantly, nearly every individual student progressed to an appropriate higher education course.

GCSE results were excellent. There is very strong evidence of pupils making very significant progress in terms of levels between national curriculum key stages.

The Teaching School Hub surpassed all Year 2 targets set and reviewed by the Department for Education.

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

Strategic report (continued)

Achievements and performance (continued)

a. Key performance indicators

A rigorous process was followed in the determination of Centre Assessed Grades at Key Stage 4 and Key Stage 5. This was published and widely supported by the school community, with an extremely low number of appeals being lodged.

A Level Results 2023:

- The overall results for 2023 have once again been pleasing
- 165 students were entered for A Level or equivalent examinations
- 24 students achieved at least 2 A*/A grades
- The top performer achieved 3A*, A. Another student achieved 3A* grades.
- 1 student awarded a place at Oxford or Cambridge

GCSE Results 2023:

- The overall results for 2023 have once again been pleasing.
- 313 students were entered for GCSE or equivalent examinations
- 21% of numeric grades were 7-9; 60% were 5-9; and 78% were 4-9
- Top performer achieved 11 Grade 9 results
- 60 students gained 5 or more 7-9 numeric grades.
- 228 students achieved 5 or more 4-9 grades (including standard passes in Maths and English)
- 110 students achieved the English Baccalaureate
- 245 students achieved standard passes (numeric grade 4 and above) in both English and Maths

Other Key Performance Indicators

There are many other KPIs that the Governing Body reviews and scrutinises on a regular basis, which are written within the School Improvement Plan and SEF, including:

- **Attainment and Achievement Targets and Outcomes.** As well as internal assessments, important outcomes that are monitored by the Academic, Pastoral and Teaching Committee include cumulative percentages of grades at GCSE and A Level; published benchmark measures at A Level and GCSE; Attainment 8 and Progress 8; outcomes by students in receipt of Pupil Premium, outcomes by students with identified Special Needs.
- **The quality of behaviour and discipline**, monitored through engagement in the curriculum, lesson observations, attendance figures to school, exclusion rates, positive rewards and behaviour referrals.
- **The quality of the curriculum and provision**, including the information and guidance provided to match the needs of our students from Year 9 through to Year 13. This is monitored through the **Academic, Pastoral and Teaching Committee.**
- **The use of our financial resources** to provide value for money and a high quality learning environment through management and investment in: our school site, the curriculum provision on offer, the quality of teaching and the social and community dimensions that the school provides. This is monitored through the **Safeguarding, Property and General Purposes Committee and Audit and Risk Committee.**
- The **performance of colleagues** managed through Continuing Professional Development, Peer observation and Appraisal. This is reported to the **Audit and Risk, the Academic, Pastoral and Teaching, and Salaries and Appointments Committees.**
- **The School Improvement Plan and Self Evaluation** of Prince Henry's High School. This is led by the Senior Leadership Team and scrutinised and approved by the **Strategic Consultation Group of Governors.**

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GOVERNORS' REPORT (CONTINUED)
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Strategic report (continued)

Achievements and performance (continued)

b. 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.

c. Glossary of Abbreviations

CIF	Condition Improvement Fund
CPD	Continuing Professional Development
CRO	Chief Risk Officer (also referred to as Operations Manager)
DfE	Department for Education
ECF	Early Career Framework
ECT	Early Career Teacher
ESFA	Education and Skills Funding Agency
EWO	Education Welfare Officer
IQM	Inclusion Quality Mark
ITT	Initial Teacher Training
KPI	Key Performance Indicator
KS4	Key Stage 4
KS5	Key Stage 5
MAT	Multi Academy Trust
MFL	Modern Foreign Languages
MUGA	Multi-Use Games Area
NPQ	National Professional Qualification
PSHRE	Personal Social, Health and Relationships Education
SLT	Senior Leadership Team
SCITT	School Centred Initial Teacher Training
SRMA	School Resource Management Adviser
SMSCD	Spiritual, Moral, Social & Cultural Development
TSH	Teaching School Hub
WM1	TSH West Midlands 1 area (Wychavon, Wyre Forest, Worcester, Malvern Hills & Herefordshire)

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GOVERNORS' REPORT (CONTINUED)
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Strategic report (continued)

Financial review

The accounting period runs from the 1 September 2022 to 31 August 2023 and the school finished the year with an in-year surplus of £83,000. This surplus was achieved despite the impact of increasing utility costs and other costs due to higher inflation.

The majority of the Academy's income is obtained from the ESFA in the form of recurrent grants the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2023 and the associated expenditure are shown as restricted funds in the statement of financial activities. The other key source of funding was from the DFE for our SCITT and Teaching School Hub. The continued support for the SCITT and now the Teaching School Hub is ensuring that we maintain a good cohort of highly trained students and motivated teaching staff.

Funding of £94,000 was secured from the school's insurers to replace a damaged cesspit.

The pension balance at 31 August 2023 is £188,000 (see page 61).

The Governing Body continues to investigate the development of other sources of income.

The Board of Governors would like to thank the John Martin Charity for their kind donations to the academy. In accordance with the Charities statement of recommended practice 'Accounting activities by Charities' (SORP 2019) such donations are shown in the Statement of Financial Activities as restricted income. This funding is used specifically to support disadvantaged students.

a. Reserves policy

Governors determine what the level of uncommitted reserves should be. This is currently planned to be up to one month's operational costs, approximately £585,000. Currently the school holds approximately £563,000 in reserves.

Once confirmation is received on the scope and quantum resulting from the latest Funding Formula, the aim is to maintain reserves at a level so as to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

As a part of its monitoring of in year financial performance, the Governing Body reviews the forecast impact on reserves and considers this as a part of its medium term financial planning. As at 31 August 2023 the academy held total general funds of £563,000 which it plans to use in part as a component of that medium term financial plan.

Under Accounting Standard FRS102 it is necessary to charge projected deficits on the Local Government Pension Scheme that is provided for non-teaching staff to a specific restricted reserve. As at 31 August 2023 the deficit on this reserve amounted to £188,000. It should be noted however that this does not present the academy with a current Capital or Liquidity problem. Contributions to the pension scheme are being budgeted over the next few years in order to reduce the deficit.

Unrestricted funds show an acceptable carry forward balance of £418,000 (2022: £387,000) which is in line with academy budgets and objectives.

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GOVERNORS' REPORT (CONTINUED)
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b. Material investments policy

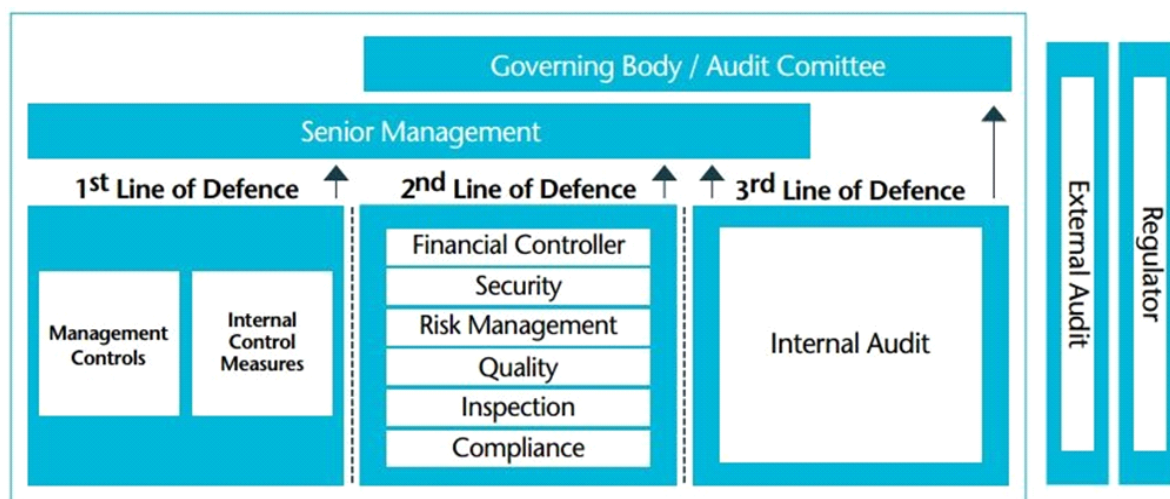
The Headteacher together with the Finance Manager will ensure that any surplus funds are deposited to maximise interest whilst maintaining a safe and secure investment strategy. This is set out in the Academy's Investment Policy and is actively monitored through the Senior Leadership Team and Audit and Risk Committee.

c. Principal risks and uncertainties

Our principal risks and uncertainties during the 2022 - 23 academic year were:

- Safeguarding
- Variations in school funding due to partially funded pay awards and unpredictable rises in energy bills and inflation
- Unintended consequences of potential conversion to Multi Academy Trust
- Implications of the dispute between members of the National Education Union (NEU) and the government involving industrial action
- Site safety and security
- Cybersecurity and Data protection
- School closure
- The volatility of student numbers for demographic reasons, both at entry Year 9 and post 16
- Provision for alternative curriculum

The Academy has an ongoing risk management process and for the 2022-23 academic year ensured that any additional changes outlined in the Academy Trust Handbook 2022 were implemented. Overall responsibility for risk management rests with the Governing Body. The Audit and Risk Committee regularly monitors the types of risk the Academy faces, monitoring any changing levels of risk and identifying newly emerging risks. The Academy exercises the principles and practices of Enterprise Risk Management as a key component of a Three Lines of Defence Model, as illustrated below:



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Day-to-day managing and monitoring of risk is delegated to the Operations Manager who, as Chief Risk Officer (CRO), reports to the Headteacher and the Senior Leadership Team (SLT). The school's risk plan includes details of:

- A Scheme of Delegation
- A Risk Management Policy
- Improved risk reporting to the Governing Body
- Developing risk appetites and key performance indicators for key risk areas
- Developing risk appetite profiles to support the ongoing management and reporting of risk

The Academy will continue to monitor the principal risks and uncertainties as outlined above, together with any other emerging risks identified through the risk management process. After notification from the DfE in March 2022 that schools were required to inspect their estates for Reinforced Autoclaved Aerated Concrete (RAAC) and report their status the DfE, the school followed DfE's guidance to assess our buildings. No immediate evidence of RAAC was found in the school. A further professional study was commissioned to provide further assurance, with the report provided in May 2022 confirming that the school contained no RAAC in the inspected buildings. This has all been reported to the DfE through their online reporting tools.

We have also taken a number of actions to assess and treat several major risks across the site, to ensure the school's estate is safe, well maintained and complies with relevant regulations.

Statutory Duties of the Trustees:

- Asbestos management survey and plan routinely updated in July 2023
- Legionella Risk Assessment conducted during academic year 2020/21 with planned re-assessment in October 2023
- Electrical safety checks take place every year through a rolling 5-year programme of fixed wire testing
- Fire safety systems (fire alarms and firefighting equipment) are fully inspected annually
- Gas safety checks take place annually
- Local Exhaust Ventilation (LEV) inspection and testing takes place annually
- Lifts and lifting equipment (LOLER) inspections take place twice-yearly

In addition to the above statutory requirements, the following non-statutory checks are undertaken:

- Tree survey September 2019, with planned re-survey in October 2023
- Multiple surveys of utilities around site prior to building works, resulting in a refresh of existing information
- Weekly fire alarm testing
- Weekly emergency lighting testing
- Annual lightning protection testing
- Annual ventilation and heating servicing
- Twice-yearly air conditioning servicing
- Annual Portable Appliance Testing (PAT)
- Annual COSHH Assessment and Review

Furthermore, the school undertakes:

- Routinely updating the risk register.
- Conducting essential maintenance and repairs in house

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

Other risk areas are the protection of pupils, staff and assets as well as maintaining pupil numbers in order to manage the financial risks. Systems and procedures to minimise these are constantly being reviewed and updated.

As well as the Risk Management Procedures, the school has a Continuity Plan and a Whistleblower Policy in place.

The Academy undertakes a regular programme of Internal Audit (undertaken by an external third party) and has a clearly articulated Internal Audit Universe. In 2022-23 two internal assurance audits undertaken by Optimum Professional Services, focused upon safeguarding and the effectiveness of the Academy's addressing of points raised in the external auditor's management letter. Optimum also undertook a financial due diligence exercise in relation to the potential creation of a Multi Academy Trust. The school also used its School Improvement Partner to review our educational provision with a particular focus upon Sixth Form and the quality of education for SEND, Alternative Provision and Disadvantaged Students. The school also received external assessment to have the Career Mark re-accredited and to receive the Inclusion Quality Mark (IQM) Centre of Excellence status.

The key objectives of the Financial Risk Management Strategy in relation to the school's budget are as follows:

- Monitoring the partially funded teachers' pay offer and determining the timing of any Prince Henry's pay award in relation to this
- Monitoring the costs associated with the implementation of National Minimum/National Living Wage
- Monitoring the impact of inflation and rising energy costs
- Monitoring the implications of the Brazel v Harpur court case

As highlighted in the ESFA's School Resource Management Adviser (SRMA) report of 2020, the school has taken a strategic approach to find efficiencies within its existing staffing structure as a result of natural movement of staff.

The Local Government Pension Scheme (LGPS) is reviewed by qualified actuaries on behalf of the Academy. There is currently a deficit on this as disclosed in the notes to the financial statements. The Trustees consider a significant source of financial risk to be that of the funding requirements of the LGPS. In order to mitigate this risk, the current and foreseeable service cost is monitored and periodic actuarial valuations are reviewed to assess the impact of external factors on the scheme liability.

Fundraising

Other than fundraising for local, national and international charities, including via the students' Interact group, which raised £6,013 from September 2022 to July 2023, the school does not participate in the collection of school funds from parents.

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

Plans for future periods

The school's aims now are:

- To maintain outstanding teaching and learning for all groups of students in all departments; ensuring teaching reflects the new demands of the curriculum change to support student outcomes at Key Stage 4 and Key Stage 5
- To continue to thoroughly focus upon the progress of Disadvantaged Students
- To monitor and refine the school curriculum so students can identify any gaps in knowledge, skills and understanding which have emerged following the lockdown period.
- To carefully manage the financial resources available through the school budget.
- To continue to develop our ITT provision and to prepare for our role as a delivery partner with the Arthur Terry Learning Partnership (ATLP) SCITT from September 2024
- To develop Teaching School Hub to meet the targets set for Year Three and to submit a successful bid for re-accreditation from September 2024.
- To support new Heads of Department and Heads of Year in their roles.
- To implement a rolling programme of classroom refurbishment throughout the year
- To further improve the quality, sustainability and retention of the staff through appropriate and targeted professional development
- To enhance sporting facilities with the installation of a 3-G pitch
- To explore the opportunities for replacing Abbey Block, built in the 1970s
- To further expand and enhance extra-curricular and enrichment opportunities for students through expansion of the Duke of Edinburgh Award Scheme
- To focus upon the advantages the school can gain through the creation of a Multi Academy Trust

Disclosure of information to auditor

Insofar as the Governors are aware:

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

Auditor

The auditor, Crowe U.K. LLP, has indicated his willingness to continue in office. The designated Governors will propose a motion reappointing the auditor at a meeting of the Governors.

The Governors' Report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, and signed on its behalf by:



.....
Stephen Butcher
Chair of Governors
Date: 7 December 2023



.....
Dr Anthony Evans
Accounting Officer

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
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GOVERNANCE STATEMENT

Scope of responsibility

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

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

The Board of Governors 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 The Prince Henry's High School Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

Conflict of interest

All trustees recognise they have a legal duty to act only in the best interests of the trust and that they must not put themselves in any position where their duties as trustee may conflict with any personal interest they may have.

Trustees' personal and professional connections can bring benefits to the work of a charity and they often form part of the reason why an individual has been asked to join the trustee body however there may be a situation where there is a conflict of interest where a trustee's personal interests or loyalties could, or could be seen to, prevent them from making a decision only in the best interests of the charity.

To address these rare situations, the Trust holds a full Register of Business Interests which is recorded on the Trust's website alongside the Scheme of Delegation and Guide to Governance. The register is subdivided into:

- Academy Trust Members
- Trust Board Trustees
- School Governing Boards
- Senior Employees

Updates to the register are made as a result of information either resulting from a formal minuted committee meeting, where the first agenda item records any Declarations of Interest in respect of agenda items or otherwise, or from the annual business interests returns, which are completed in readiness for the year end external audit, and refreshed during the year, as circumstances dictate.

If there is a conflict of interest, the committee clerk ensures that the written record of the decision shows that the Trust has acted properly and complied with their duties by recording:

- the nature of the conflict
- which trustee or trustees were affected
- whether any conflicts of interest were declared in advance
- an outline of the discussion
- whether anyone withdrew from the discussion
- how the trustees took the decision in the best interests of the charity

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GOVERNANCE STATEMENT (CONTINUED)

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The Board of Governors has formally met 4 times during the year.

Attendance during the year at meetings of the Board of Governors was as follows:

Governor	Meetings attended	Out of a possible
Linda Biggs, Co-Opted Governor	3	4
Joanna Brett, Parent Governor	3	4
Stephen Butcher, Chair of Governors / Partnership Governor	4	4
Stephen Cook, Community Governor	3	4
James Curran, Community Governor	3	4
Deborah Edmonson, Parent Governor	3	3
Dr Anthony Evans, Head Teacher / Accounting Officer	4	4
Fiona George, Parent Governor	3	3
Ginette Getting, Parent Governor	4	4
Dr Victoria Hardwick, Parent Governor	4	4
Alan Harris, Partnership Governor	2	4
Harry Organ, Partnership Governor	4	4
John Painter, Partnership Governor	2	4
Dr Edward Pillar, Community Governor	3	4
Christopher Simpson, Parent Governor	4	4
Michael Thompson, Staff Governor	2	4
Linda Walker, Staff Governor	4	4
Keith Watson, Vice Chair / Community Governor	4	4

The Full Governing Body meets formally four times per year. Discussions are held and decisions are made or ratified as appropriate. There are three main committees, which meet three or four times per year: Audit and Risk (A&R); Safeguarding, Property and General Purposes (SP&GP); and Academic, Pastoral and Teaching. The Accounts and Budget Sub-Committee meets at least twice a year and the Salaries and Appointments Committee meets as required, but normally at least twice a year.

During the year, these committees met in person or virtually, to discuss adherence to plan, to debate developing operational, financial and strategic issues and to support and challenge the Senior Leadership Team in their ongoing management of the performance, direction and strategy of the Academy. Specific work was undertaken in the areas of policy development and strategy with a particular focus on the opportunities provided by the formation of a Multi Academy Trust; the potential achievement prospects of the Key Stage 4 and 5 cohorts following the reintroduction of fully assessed examinations after the pandemic; budgetary constraints due to the impact of rapidly rising energy costs, inflation and partially funded national pay awards; and the risks to the school associated with the national industrial action programme by the NEU.

Interim decisions are reached at committee for ratification at Full Governing Body meetings. The day-to-day running of the Academy is delegated to the senior management team who report back to the Governors' committees as appropriate.

All committees are sub committees of the main board of governors as highlighted above. In addition to the Governors, the Academy Operations Manager and Academy Finance Manager attend all relevant meetings.

The effectiveness of governance is reviewed regularly and is included on the Risk Register. This is discussed at the Accounts and Budget meeting in December and then reviewed at the annual Members' meeting in January.

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Attendance at meetings in the year was as follows:

Audit and Risk

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Mr Alan Harris (Chair)	2	3
Mr Stephen Butcher	3	3
Dr Anthony Evans	3	3
Mr Chris Simpson	3	3
Mr Harry Organ	2	3
Mr John Painter	2	3
Mr Michael Thompson	0	3

Accounts and Budget

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Mr John Painter (Chair)	2	2
Mr Stephen Butcher	2	2
Dr Anthony Evans	2	2
Mr Alan Harris	2	2
Mr Harry Organ	2	2

Academic, Pastoral and Teaching

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Mr Keith Watson (Chair)	3	3
Mr Stephen Butcher	3	3
Dr Anthony Evans	3	3
Mrs Fiona George	1	2
Mrs Ginette Getting	3	3
Dr Victoria Hardwick	2	3
Rev Dr Edward Pillar	3	3
Mrs Linda Walker	2	3

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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Safeguarding, Property and General Purposes

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Mr Stephen Cook (Chair)	3	3
Mrs Linda Biggs	2	3
Mrs Joanna Brett	3	3
Mr Stephen Butcher	2	3
Mr James Curran	2	3
Mrs Deborah Edmondson	2	3
Dr Anthony Evans	3	3

Salaries and Appointments

Attendance during the year at meetings was as follows:

Governor	Meetings attended	Out of a possible
Mr Stephen Butcher	2	2
Mr Stephen Cook	1	2
Dr Anthony Evans	2	2
Mr Alan Harris	1	2
Mr John Painter	2	2

Review of value for money

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

- Undertaking a review of the teachers and support staff pay award, benchmarked against national pay award recommendations and also similar organisations in relation to staffing structures and in line with affordability for the school in order to keep within budget. The outcome was the uplifting of pay scales in April 2023, simultaneously satisfying National Minimum/Living Wage requirements.
- Undertaking a full tender exercise for the re-procurement of our catering contract to ensure that public contract regulations are met and that a best value and best fit service is acquired for the school. The outcome was to re-award the contract to the incumbent company, ABM Catering, after they were able to demonstrate to both our professional advisors and the school that they could continue to deliver the service level we expect and deliver innovation on top of their existing service. The resulting contract is for an initial term of 3 years, with the option to extend up to 5 year in yearly increments.

All of the above has been undertaken to ensure key performance indicators are met and with the oversight and approval of the Audit and Risk Committee and, for the pay review, the Salaries and Appointments Committee. This includes routine expenditure by the academy trust to ensure that the trust's estate is safe, well-maintained and complies with regulations.

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GOVERNANCE STATEMENT (CONTINUED)

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 ongoing process designed to identify and prioritise the risks to the achievement of Academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in The Prince Henry's High School Academy Trust for the year 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks, which has been in place for the year 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 Trust has organised its internal controls to maximise its use of assets. The Senior Team and Governors receive monthly budget reports. The budget is closely monitored to utilise spare resources and prevent waste.

The Trust reviews its controls and managing risk through Senior Leadership Meetings, termly Audit and Risk and Safeguarding, Property and General Purposes meetings. Separate Accounts and Budget meetings are held twice a year. The Risk Register is annually reviewed, as are the Critical Incident Plan, the school's Insurance protections, handbooks and financial procedures. Relevant various sections are reviewed at individual Committee level. Bank balances are monitored monthly and when necessary higher interest accounts are used for the accumulation of slightly higher interest rates. The school normally commissions an independent external assurance report in an internal audit role, which reviews and gives recommendations relating to the above. During 2022-23, internal assurance audits were undertaken in relation to safeguarding and the effectiveness of the Academy's addressing of points raised in the external auditor's management letter. Optimum Professional Services also undertook a financial due diligence exercise in relation to the potential creation of a Multi Academy Trust. The school also used its School Improvement Partner to review our educational provision with a particular focus upon Sixth Form and the quality of education for SEND, Alternative Provision and Disadvantaged Students. The school also received external assessment to have the Career Mark re-accredited and to receive the Inclusion Quality Mark (IQM) Centre of Excellence status.

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 Governors
- 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 Governors has decided to employ Optimum Professional Services as internal auditor.

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GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

On an annual basis, the external auditor reports to the board of trustees, through the Audit and Risk Committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. The Auditors role includes giving advice on financial matters and performing a range of checks on the Academy's financial systems. In addition to an annual audit they will perform an interim audit during the year. They attend the Accounts & Budget Sub-Committee meeting once a year and other meetings, if required, during the year.

On an annual basis the internal assurance reviewer prepares a 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 board of trustees decided to retain Optimum Professional Services in 2023 in order to undertake internal assurance reviews into safeguarding and the effectiveness of the Academy's addressing of points raised in the external auditor's management letter. They also undertook a financial due diligence exercise in relation to the potential creation of a Multi Academy Trust.

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/reviewer
- the financial management and governance self-assessment process;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditor;
- Latest updates from ESFA

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the committee, and Accounts and Budget sub-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 Governors and signed on their behalf by:



.....
Stephen Butcher
Chair of Governors
Date: 7 December 2023



.....
Dr Anthony Evans
Accounting Officer

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
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STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of The Prince Henry's High School Academy Trust, I have considered my responsibility to notify the Academy Board of Governors 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 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 Governors 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 Governors and ESFA.



Dr Anthony Evans
Accounting Officer
Date: 7 December 2023

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
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STATEMENT OF GOVERNORS' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2023

The Governors (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Governors' 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 Governors to prepare financial statements for each financial year. Under company law, the Governors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Governors are required to:

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

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

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

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

Approved by order of the members of the Board of Governors and signed on its behalf by:



.....
Stephen Butcher
Chair of Governors
Date: 7 December 2023



.....
Dr Anthony Evans
Accounting Officer

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST**

Opinion

We have audited the financial statements of The Prince Henry's High School Academy Trust (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 Auditor's 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST (CONTINUED)**

Other information

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

We have nothing to report in this regard.

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 Governors' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Governors' 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 Governors' 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 Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST (CONTINUED)**

Responsibilities of Governors

As explained more fully in the Statement of Governors' Responsibilities, the Governors (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 Governors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

We obtained an understanding of the legal and regulatory frameworks within which the charitable group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 together with the Charities SORP (FRS 102), Companies Act 2006, Academies Accounts Direction and the Academy Trust Handbook. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable group for fraud. The key laws and regulations we considered in this context were General Data Protection Regulation, health and safety legislation, Ofsted and employee legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquire of the Trustees and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Board about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the ESFA, and reading minutes of meetings of those charged with governance.

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**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE
PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST (CONTINUED)**

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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. This description forms part of our Auditor's Report.

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 Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Dave Darlaston (Senior Statutory Auditor)

for and on behalf of

Crowe U.K. LLP

Statutory Auditor

Black Country House

Rounds Green Road

Oldbury

West Midlands

B69 2DG

Date: 19/12/23

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 15 October 2020 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 The Prince Henry's High School Academy Trust 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 The Prince Henry's High School Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Prince Henry's High School Academy Trust 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 The Prince Henry's High School Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Prince Henry's High School Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Prince Henry's High School Academy Trust's funding agreement with the Secretary of State for Education dated 1 March 2011 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the 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 PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE PRINCE
HENRY'S HIGH SCHOOL ACADEMY TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY
(CONTINUED)**

The work undertaken during the audit included:

- Consideration and corroboration of the evidence supporting the accounting officers statement on regularity, propriety and compliance;
- Evaluation of the general control environment of the academy trust, extending the procedures required for financial statements to include regularity;
- Discussions with and representations from the Accounting Officer and other Key management personnel;
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, propriety and compliance in particular checking that selected items were appropriately authorised, and appropriate.

Conclusion

In the course of our work, except for the matters listed below 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.



Reporting Accountant
Crowe U.K. LLP

Statutory Auditor

Date: 14/12/23

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(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 £
Income from:						
Donations and capital grants	4	2,699	28,228	71,828	102,755	215,195
Other trading activities	6	69,413	108,152	94,000	271,565	137,967
Investments		28,834	-	-	28,834	2,237
Charitable activities	5	-	8,114,972	-	8,114,972	7,350,620
Teaching schools		-	632,371	-	632,371	505,432
Total income		100,946	8,883,723	165,828	9,150,497	8,211,451
Expenditure on:						
Raising funds		63,400	4,239	-	67,639	40,990
Charitable activities		6,047	8,014,975	484,265	8,505,287	7,930,006
Teaching schools		-	640,055	-	640,055	503,432
Total expenditure	7,8	69,447	8,659,269	484,265	9,212,981	8,474,428
Net income/(expenditure)		31,499	224,454	(318,437)	(62,484)	(262,977)
Transfers between funds	17	-	(173,195)	173,195	-	-
Net movement in funds before other recognised gains		31,499	51,259	(145,242)	(62,484)	(262,977)
Other recognised gains:						
Actuarial gains on defined benefit pension schemes	25	-	895,000	-	895,000	2,039,000
Net movement in funds		31,499	946,259	(145,242)	832,516	1,776,023

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

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

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £	Total funds 2022 £
Note					
Reconciliation of funds:					
Total funds brought forward	386,858	(990,103)	20,168,789	19,565,544	17,789,521
Net movement in funds	31,499	946,259	(145,242)	832,516	1,776,023
Total funds carried forward	418,357	(43,844)	20,023,547	20,398,060	19,565,544

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 36 to 67 form part of these financial statements.

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07512962

BALANCE SHEET
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	13	19,923,547	20,121,509
Current assets			
Debtors	14	443,484	512,647
Cash at bank and in hand		1,046,756	903,824
		<u>1,490,240</u>	<u>1,416,471</u>
Creditors: amounts falling due within one year	15	(822,227)	(905,436)
Net current assets		668,013	511,035
Creditors: amounts falling due after more than one year	16	(5,500)	-
Net assets excluding pension liability		<u>20,586,060</u>	<u>20,632,544</u>
Defined benefit pension scheme liability	25	(188,000)	(1,067,000)
Total net assets		<u><u>20,398,060</u></u>	<u><u>19,565,544</u></u>

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07512962

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
Funds of the Academy			
Restricted funds:			
Fixed asset funds	17	20,023,547	20,168,789
Restricted income funds	17	144,156	76,897
Restricted funds excluding pension asset	17	20,167,703	20,245,686
Pension reserve	17	(188,000)	(1,067,000)
Total restricted funds	17	19,979,703	19,178,686
Unrestricted income funds	17	418,357	386,858
Total funds		20,398,060	19,565,544

The financial statements on pages 31 to 67 were approved and authorised for issue by the Governors and are signed on their behalf, by:



.....
Stephen Butcher
Chair of Governors
Date: 7 December 2023



.....
Dr Anthony Evans
Accounting Officer

The notes on pages 36 to 67 form part of these financial statements.

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities	19	350,907	887,912
Cash flows from investing activities	21	(214,475)	(563,037)
Cash flows from financing activities	20	6,500	-
Change in cash and cash equivalents in the year		142,932	324,875
Cash and cash equivalents at the beginning of the year		903,824	578,949
Cash and cash equivalents at the end of the year	22, 23	1,046,756	903,824

The notes on pages 36 to 67 form part of these financial statements

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(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), judgements and key sources of estimation uncertainty, is set out below.

The company is a private company (limited by guarantee), which is incorporated and registered in England and Wales (no. 07512962). The address of the registered office is Victoria Avenue, Evesham, Worcestershire, WR11 4QH.

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.

The Prince Henry's High School Academy Trust meets the definition of a public benefit entity under FRS 102.

The Trust is the ultimate parent undertaking, having 100% control of PHHS Trading Company Limited, a company limited by guarantee and registered in England and Wales. The subsidiary has ceased operating trading activities and has been dormant for the year to 31 August 2023.

PHHS Trading Company Limited is not consolidated on the basis that it is not material to the group or the reported profits for the year.

1.2 Going concern

The Governors 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 Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy 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.

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

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.

- **Donations**

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

- **Other income**

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

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(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.

- **Expenditure on raising funds**

This includes all expenditure incurred by the Academy to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Taxation

The Academy is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Academy is potentially exempt from taxation in respect of income or capital gains received within categories covered by Part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.6 Tangible fixed assets

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding 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:

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.6 Tangible fixed assets (continued)

Depreciation is provided on the following bases:

Freehold property	- 120 Years Straight Line (Buildings) & 10 Years Straight Line (Temporary Structures)
Furniture and fittings	- 5 Years Straight Line
Plant and machinery	- 7 Years Straight Line
Computer equipment	- 4 Years Straight Line

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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.

1.7 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.

1.8 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.

1.9 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.10 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.

1.11 Operating leases

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

1.12 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.

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

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.13 Agency arrangements

The Academy Trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Trust does not have control over the charitable application of the funds. The Trust can use up to 5% of the allocation towards its own administrative costs and this is recognised in the Statement of Financial Activities. The funds received and paid and any balances are disclosed in note 27.

1.14 Fund accounting

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

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.

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

The Academy 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 25, 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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Where a scheme is in a surplus according to the accounting valuation the associated asset has not been recognised on the basis that it is not likely to be recoverable either through future reductions in contributions rates or future repayments. Further details of pension assets not recognised can be found with the pensions note to the financial statements.

The asset values are reported using estimated asset allocations prepared by the scheme Actuary. The asset value is calculated at each triennial valuation. Thereafter it is rolled forward to accounting dates using investment returns, contributions received and benefits paid out. During each annual reporting period between triennial valuations, asset returns are estimated using 11 months of market experience and one month of extrapolation being assumed.

Critical areas of judgement:

Fixed asset valuations have been included at their estimated fair value at the date of conversion, and depreciated over their useful life since. With no formal valuations occurring since this date, the judgement is to assess whether this valuation is still appropriate in the accounts.

3. General Annual Grant (GAG)

Under the funding agreement with the Secretary of State, the Academy was subject to limits at 31 August 2023 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The Academy has not exceeded these limits during the year ended 31 August 2023.

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

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

4. Income from donations and capital grants

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Donations	2,699	28,228	-	30,927
Grants	-	-	71,828	71,828
	<u>2,699</u>	<u>28,228</u>	<u>71,828</u>	<u>102,755</u>
	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Restricted fixed asset funds 2022 £</i>	<i>Total funds 2022 £</i>
Donations	1,211	33,710	50,000	84,921
Grants	-	-	130,274	130,274
	<u>1,211</u>	<u>33,710</u>	<u>180,274</u>	<u>215,195</u>

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

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

5. Funding for the Academy's charitable activities

	Restricted funds 2023 £	Total funds 2023 £
Academy Educational Operations		
DfE/ESFA grants		
General Annual Grant	7,286,248	7,286,248
Other DfE/ESFA grants		
Rates Reclaim	20,128	20,128
Other DfE/ESFA Grants	84,303	84,303
Pupil Premium	127,457	127,457
Teachers Pay & Pension Grant	65,993	65,993
Mainstream School Additional Grant	83,533	83,533
	7,667,662	7,667,662
Other Government grants		
Local authority grants	73,776	73,776
Other income from the Academy's educational operations	340,483	340,483
COVID-19 additional funding (DfE/ESFA)		
Catch-up Premium	33,051	33,051
	8,114,972	8,114,972

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

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

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

	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Academy Educational Operations		
DfE/ESFA grants		
General Annual Grant	6,789,289	6,789,289
Other DfE/ESFA grants		
Rates Reclaim	34,560	34,560
Other DfE/ESFA Grants	68,226	68,226
Pupil Premium	131,566	131,566
Teachers Pay & Pension Grant	89,300	89,300
	7,112,941	7,112,941
Other Government grants		
Local authority grants	28,073	28,073
Other income from the Academy's educational operations	168,549	168,549
COVID-19 additional funding (DfE/ESFA)		
Catch-up Premium	16,971	16,971
COVID-19 additional funding (non-DfE/ESFA)		
Other COVID-19 funding	24,086	24,086
	7,350,620	7,350,620

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
(A Company Limited by Guarantee)

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

6. Income from other trading activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Music fees	-	34,453	34,453
Sports co-ordinator and other staff recharges	-	18,174	18,174
Examination fees	-	5,605	5,605
Insurance claim income	-	101,848	101,848
Other income	33,616	24,723	58,339
Lettings and hire of facilities	35,797	-	35,797
Box office sales	-	17,349	17,349
	<u>69,413</u>	<u>202,152</u>	<u>271,565</u>

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Music fees	-	29,368	29,368
Sports co-ordinator and other staff recharges	-	9,183	9,183
Examination fees	-	1,590	1,590
Insurance claim income	-	600	600
Other income	22,674	24,074	46,748
Lettings and hire of facilities	49,478	-	49,478
Box office sales	-	1,000	1,000
	<u>72,152</u>	<u>65,815</u>	<u>137,967</u>

Included in insurance claim income is £94,000 which is allocated to the restricted fixed asset fund due to the nature of the works completed with the income.

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FOR THE YEAR ENDED 31 AUGUST 2023

7. Expenditure

	Staff Costs 2023 £	Premises 2023 £	Other 2023 £	Total 2023 £
Expenditure on fundraising trading activities:				
Direct costs	-	-	67,639	67,639
Academy Educational Operations:				
Direct costs	4,944,461	-	888,514	5,832,975
Allocated support costs	1,147,122	484,265	1,040,925	2,672,312
Teaching school	404,527	-	235,528	640,055
	<u>6,496,110</u>	<u>484,265</u>	<u>2,232,606</u>	<u>9,212,981</u>
	<i>Staff Costs 2022 £</i>	<i>Premises 2022 £</i>	<i>Other 2022 £</i>	<i>Total 2022 £</i>
Expenditure on fundraising trading activities:				
Direct costs	-	-	40,990	40,990
Academy Educational Operations:				
Direct costs	4,822,437	-	616,841	5,439,278
Allocated support costs	1,252,178	437,226	801,324	2,490,728
Teaching school	304,232	-	199,200	503,432
<i>Total 2022</i>	<u><i>6,378,847</i></u>	<u><i>437,226</i></u>	<u><i>1,658,355</i></u>	<u><i>8,474,428</i></u>

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NOTES TO THE FINANCIAL STATEMENTS
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8. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Academy Educational Operations	5,832,975	2,672,312	8,505,287

	<i>Activities undertaken directly 2022 £</i>	<i>Support costs 2022 £</i>	<i>Total funds 2022 £</i>
Academy Educational Operations	5,439,278	2,490,728	7,930,006

Analysis of direct costs

	Academy Educational Operations 2023 £	Total funds 2023 £
Pension finance costs	41,000	41,000
Staff costs	4,944,461	4,944,461
Staff expenses	4,078	4,078
Educational supplies	144,832	144,832
Examination fees	216,637	216,637
Staff development	26,775	26,775
Insurance	27,027	27,027
Technology costs	100,500	100,500
Other	327,665	327,665
	5,832,975	5,832,975

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NOTES TO THE FINANCIAL STATEMENTS
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8. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Academy Educational Operations 2022 £</i>	<i>Total funds 2022 £</i>
Pension finance costs	49,000	49,000
Staff costs	4,822,437	4,822,437
Staff expenses	3,500	3,500
Educational supplies	128,606	128,606
Examination fees	207,165	207,165
Staff development	15,631	15,631
Insurance	24,358	24,358
Technology costs	85,984	85,984
Other	102,597	102,597
	5,439,278	5,439,278

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8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Academy Educational Operations 2023 £	Total funds 2023 £
Staff costs	1,147,122	1,147,122
Depreciation	484,265	484,265
Insurance	22,752	22,752
Other	87,787	87,787
Maintenance of Premises	138,473	138,473
Cleaning and Caretaking	212,721	212,721
Operating Lease Rentals	58,576	58,576
Rates	20,128	20,128
Energy	212,932	212,932
Security	27,159	27,159
Transport	62,164	62,164
Catering	49,085	49,085
Other Premises Costs	45,099	45,099
Legal & Professional	76,768	76,768
Accountancy and audit costs	20,500	20,500
Governance costs	6,781	6,781
	2,672,312	2,672,312

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**NOTES TO THE FINANCIAL STATEMENTS
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8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	<i>Academy Educational Operations 2022 £</i>	<i>Total funds 2022 £</i>
Staff costs	1,252,178	1,252,178
Depreciation	437,226	437,226
Insurance	8,124	8,124
Other	79,603	79,603
Maintenance of Premises	83,026	83,026
Cleaning and Caretaking	187,335	187,335
Operating Lease Rentals	40,950	40,950
Rates	34,560	34,560
Energy	142,572	142,572
Security	11,109	11,109
Transport	28,930	28,930
Catering	39,304	39,304
Other Premises Costs	53,980	53,980
Legal & Professional	67,395	67,395
Accountancy and audit costs	16,925	16,925
Governance costs	7,511	7,511
	<u>2,490,728</u>	<u>2,490,728</u>

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2023 £	2022 £
Operating lease rentals	58,576	40,950
Depreciation of tangible fixed assets	484,265	437,226
Fees paid to auditor for:		
- audit	11,500	10,200
- other services	3,650	2,925
	<u>557,991</u>	<u>491,301</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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10. Staff

a. Staff costs

Staff costs during the year were as follows:

	2023	2022
	£	£
Wages and salaries	4,781,422	4,594,006
Social security costs	476,378	456,187
Pension costs	1,110,910	1,244,054
	6,368,710	6,294,247
Temporary staff and apprentice	127,400	84,600
	6,496,110	6,378,847

b. Staff numbers

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

	2023	2022
	No.	No.
Teachers	88	88
Administration & Support	71	69
Management	8	7
	167	164

The average headcount expressed as full-time equivalents was:

	2023	2022
	No.	No.
Teachers	76	74
Administration & Support	42	41
Management	8	7
	126	122

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10. Staff (continued)

c. Higher paid staff

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

	2023	2022
	No.	No.
In the band £60,001 - £70,000	2	4
In the band £70,001 - £80,000	4	1
In the band £110,001 - £120,000	-	1
In the band £120,001 - £130,000	1	-

d. Key management personnel

The key management personnel of the Academy comprise the Governors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £781,207 (2022: £700,576).

11. Governors' remuneration and expenses

One or more Governors has been paid remuneration or has received other benefits from an employment with the Academy. The principal and other staff Governors 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 Governors' remuneration and other benefits was as follows:

		2023	2022
		£	£
Dr Anthony Evans	Remuneration	125,000 - 130,000	<i>120,000 - 125,000</i>
	Pension contributions paid	25,000 - 30,000	<i>25,000 - 30,000</i>
Michael Thompson	Remuneration	50,000 - 55,000	<i>50,000 - 55,000</i>
	Pension contributions paid	10,000 - 15,000	<i>10,000 - 15,000</i>
Linda Walker	Remuneration	10,000 - 15,000	<i>5,000 - 10,000</i>
	Pension contributions paid	0 - 5,000	<i>0 - 5,000</i>

During the year ended 31 August 2023, no expenses were reimbursed or paid directly to Governor (2022 - £NIL to Governor).

12. Governors' and Officers' insurance

In accordance with normal commercial practice, the Academy has purchased insurance to protect Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the year ended 31 August 2023 was indeterminable, due to its inclusion within the overall RPA agreement which is consistent with the prior year.

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FOR THE YEAR ENDED 31 AUGUST 2023**

13. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Plant and machinery £	Computer equipment £	Assets under construction £	Total £
Cost or valuation						
At 1 September 2022	21,610,012	661,127	466,459	482,479	62,263	23,282,340
Additions	48,277	19,518	135,791	32,931	49,786	286,303
Transfers between classes	-	-	111,072	-	(111,072)	-
At 31 August 2023	21,658,289	680,645	713,322	515,410	977	23,568,643
Depreciation						
At 1 September 2022	2,002,062	504,152	264,633	389,984	-	3,160,831
Charge for the year	325,423	48,749	64,489	45,604	-	484,265
At 31 August 2023	2,327,485	552,901	329,122	435,588	-	3,645,096
Net book value						
At 31 August 2023	19,330,804	127,744	384,200	79,822	977	19,923,547
At 31 August 2022	19,607,950	156,975	201,826	92,495	62,263	20,121,509

14. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	46,056	15,135
Other debtors	61,810	40,162
Prepayments and accrued income	335,618	457,350
	443,484	512,647

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15. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Other loans	1,000	-
Trade creditors	397,175	475,110
Other creditors	248,717	229,563
Accruals and deferred income	175,335	200,763
	822,227	905,436
	2023	2022
	£	£
Deferred income at 1 September 2022	90,304	55,231
Resources deferred during the year	137,496	90,304
Amounts released from previous periods	(90,304)	(55,231)
	137,496	90,304

At the balance sheet date, the Academy Trust was holding funds received in advance for the ESFA Rates Relief and Sixth Form Bursary funding received in advance of the 2023/24 financial year.

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

	2023	2022
	£	£
Other loans	5,500	-

The loans amounting to £6,500 are interest free Salix loans which were agreed as part of the CIF applications. The loans are due for repayment by instalments over 6 years.

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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 £
Unrestricted funds						
General Funds - all funds	386,858	100,946	(69,447)	-	-	418,357
Restricted general funds						
General Annual Grant	44,306	7,286,248	(7,123,692)	(173,195)	-	33,667
Pupil Premium	17,591	127,457	(125,408)	-	-	19,640
Catch-up premium	-	33,051	(33,051)	-	-	-
Other DfE/ESFA grants	-	104,431	(104,431)	-	-	-
LA grants	-	73,776	(73,776)	-	-	-
Mainstream School Additional Funding	-	83,533	-	-	-	83,533
Teaching School and SCITT	15,000	632,371	(640,055)	-	-	7,316
Donations	-	28,228	(28,228)	-	-	-
Other restricted income	-	75,484	(75,484)	-	-	-
Teachers Pay & Pension Grant	-	65,993	(65,993)	-	-	-
School trip income	-	264,999	(264,999)	-	-	-
Trading activities	-	108,152	(108,152)	-	-	-
Pension reserve	(1,067,000)	-	(16,000)	-	895,000	(188,000)
	(990,103)	8,883,723	(8,659,269)	(173,195)	895,000	(43,844)

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

17. Statement of funds (continued)

**Restricted fixed
asset funds**

Fixed Asset Fund	20,121,509	-	(484,265)	286,303	-	19,923,547
Devolved Formula Capital	-	79,328	-	(79,328)	-	-
Other Contributions to projects	-	94,000	-	6,000	-	100,000
Conditional Improvement Fund grant	47,280	(7,500)	-	(39,780)	-	-
	<u>20,168,789</u>	<u>165,828</u>	<u>(484,265)</u>	<u>173,195</u>	<u>-</u>	<u>20,023,547</u>
Total Restricted funds	<u>19,178,686</u>	<u>9,049,551</u>	<u>(9,143,534)</u>	<u>-</u>	<u>895,000</u>	<u>19,979,703</u>
Total funds	<u>19,565,544</u>	<u>9,150,497</u>	<u>(9,212,981)</u>	<u>-</u>	<u>895,000</u>	<u>20,398,060</u>

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

The restricted general fund includes grants receivable from the DfE / ESFA, Local Authority and other government grants to be used for the primary activity of the charitable company.

The restricted fixed asset fund relates to the grants received and assets transferred in and are held for the charitable company's primary activity.

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds (continued)

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

	<i>Balance at 1 September 2021 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2022 £</i>
Unrestricted funds						
General Funds - all funds	355,229	75,600	(43,971)	-	-	386,858
Restricted general funds						
General Annual Grant	31,234	6,789,289	(6,632,476)	(143,741)	-	44,306
Pupil Premium	15,000	131,566	(128,975)	-	-	17,591
Catch-up premium	-	16,971	(16,971)	-	-	-
Other COVID-19 funding	-	24,086	(24,086)	-	-	-
Other DfE/ESFA grants	-	102,786	(102,786)	-	-	-
LA grants	-	28,073	(28,073)	-	-	-
Teaching School and SCITT	13,000	505,432	(503,432)	-	-	15,000
Donations	1,000	-	(1,000)	-	-	-
Other restricted income	3,000	206,022	(209,022)	-	-	-
Teachers Pay & Pension Grant	-	89,300	(89,300)	-	-	-
School trip income	-	62,052	(62,052)	-	-	-
Pension reserve	(2,921,000)	-	(185,000)	-	2,039,000	(1,067,000)
	<u>(2,857,766)</u>	<u>7,955,577</u>	<u>(7,983,173)</u>	<u>(143,741)</u>	<u>2,039,000</u>	<u>(990,103)</u>

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NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds (continued)

**Restricted fixed
asset funds**

Fixed Asset Fund	19,825,000	-	(437,226)	733,735	-	20,121,509
Devolved Formula Capital	-	27,462	-	(27,462)	-	-
Other Contributions to projects	200,000	-	-	(200,000)	-	-
CIF grant: D-block project	257,000	-	-	(257,000)	-	-
CIF grant: Roof replacement	-	(16,731)	-	16,731	-	-
Conditional Improvement Fund grant	-	109,543	-	(62,263)	-	47,280
Wolfsen Grant	-	50,000	-	(50,000)	-	-
Local Authority Capital income	-	10,000	-	(10,000)	-	-
	<u>20,282,000</u>	<u>180,274</u>	<u>(437,226)</u>	<u>143,741</u>	<u>-</u>	<u>20,168,789</u>
Total Restricted funds	<u>17,424,234</u>	<u>8,135,851</u>	<u>(8,420,399)</u>	<u>-</u>	<u>2,039,000</u>	<u>19,178,686</u>
Total funds	<u><u>17,779,463</u></u>	<u><u>8,211,451</u></u>	<u><u>(8,464,370)</u></u>	<u><u>-</u></u>	<u><u>2,039,000</u></u>	<u><u>19,565,544</u></u>

THE PRINCE HENRY'S HIGH SCHOOL ACADEMY TRUST
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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	-	-	19,923,547	19,923,547
Current assets	418,357	971,883	100,000	1,490,240
Creditors due within one year	-	(822,227)	-	(822,227)
Creditors due in more than one year	-	(5,500)	-	(5,500)
Provisions for liabilities and charges	-	(188,000)	-	(188,000)
Total	418,357	(43,844)	20,023,547	20,398,060

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Restricted fixed asset funds 2022 £</i>	<i>Total funds 2022 £</i>
Tangible fixed assets	-	-	20,121,509	20,121,509
Current assets	386,858	982,333	47,280	1,416,471
Creditors due within one year	-	(905,436)	-	(905,436)
Provisions for liabilities and charges	-	(1,067,000)	-	(1,067,000)
Total	386,858	(990,103)	20,168,789	19,565,544

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

19. Reconciliation of net expenditure to net cash flow from operating activities

	2023 £	2022 £
Net expenditure for the year (as per Statement of Financial Activities)	(62,484)	(262,977)
Adjustments for:		
Depreciation	484,265	437,226
Capital grants from DfE and other capital income	(71,828)	(170,274)
Decrease in debtors	69,163	657,714
(Decrease)/increase in creditors	(84,209)	41,223
LGPS Adjustments	16,000	185,000
Net cash provided by operating activities	350,907	887,912

20. Cash flows from financing activities

	2023 £	2022 £
Cash inflows from new borrowing	7,500	-
Repayments of borrowing	(1,000)	-
Net cash provided by financing activities	6,500	-

21. Cash flows from investing activities

	2023 £	2022 £
Purchase of tangible fixed assets	(286,303)	(733,311)
Capital grants from DfE Group	71,828	170,274
Net cash used in investing activities	(214,475)	(563,037)

22. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand and at bank	1,046,756	903,824

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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 £	Other non- cash changes £	At 31 August 2023 £
Cash at bank and in hand	903,824	142,932	-	1,046,756
Debt due within 1 year	-	-	(1,000)	(1,000)
Debt due after 1 year	-	-	(5,500)	(5,500)
	<u>903,824</u>	<u>142,932</u>	<u>(6,500)</u>	<u>1,040,256</u>

24. Capital commitments

	2023 £	2022 £
Contracted for but not provided in these financial statements		
Purchase, construction or development of property	-	5,768
	<u>-</u>	<u>5,768</u>

25. 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 Mercer. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS 31 March 2024.

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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25. 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 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 result of the 31 March 2022 valuation is due to be implemented from 1 April 2024 which confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6%. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The employer's pension costs paid to TPS in the year amounted to £886,910 (2022 - £842,234).

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.

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25. Pension commitments (continued)

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 £303,000 (2022 - £300,000), of which employer's contributions totalled £249,000 (2022 - £250,000) and employees' contributions totalled £ 54,000 (2022 - £50,000). The agreed contribution rates for future years are 20.7 per cent for employers and 6.8 per cent for employees.

As described in note 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.

Principal actuarial assumptions

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

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

	2023	2022
	Years	Years
<i>Retiring today</i>		
Males	21.5	22.6
Females	23.8	25.0
<i>Retiring in 20 years</i>		
Males	22.8	24.1
Females	25.6	27.0

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25. Pension commitments (continued)

Sensitivity analysis

	2023	<i>2022</i>
	£000	<i>£000</i>
Discount rate +0.1%	(61,000)	<i>(81,000)</i>
Mortality assumption - 1 year increase	75,000	<i>89,000</i>
CPI rate +0.1%	62,000	<i>82,000</i>
Pay growth +0.25%	6,000	<i>8,000</i>
	=====	<i>=====</i>

Share of scheme assets

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

	At 31 August 2023	<i>At 31 August 2022</i>
	£	<i>£</i>
Equities	2,593,000	<i>2,366,000</i>
Corporate bonds	81,000	<i>87,000</i>
Property	291,000	<i>268,000</i>
Cash and other liquid assets	32,000	<i>58,000</i>
Other	546,000	<i>445,000</i>
	=====	<i>=====</i>
Total market value of assets	3,543,000	<i>3,224,000</i>

The actual return on scheme assets was £73,000 (2022 - £-72,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2023	<i>2022</i>
	£	<i>£</i>
Current service cost	(220,000)	<i>(383,000)</i>
Interest cost	(41,000)	<i>(49,000)</i>
Administrative expenses	(4,000)	<i>(3,000)</i>
	=====	<i>=====</i>
Total amount recognised in the Statement of Financial Activities	(265,000)	<i>(435,000)</i>

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25. Pension commitments (continued)

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

	2023 £	2022 £
At 1 September	4,291,000	5,987,000
Current service cost	220,000	383,000
Interest cost	185,000	103,000
Employee contributions	54,000	50,000
Benefits paid	(62,000)	(67,000)
Actuarial (gain)/loss	(957,000)	(2,165,000)
At 31 August	3,731,000	4,291,000

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

	2023 £	2022 £
At 1 September	3,224,000	3,066,000
Interest income	144,000	54,000
Employer contributions	249,000	250,000
Employee contributions	54,000	50,000
Benefits paid	(62,000)	(67,000)
Administration cost	(4,000)	(3,000)
Actuarial (losses)/gains	(62,000)	(126,000)
At 31 August	3,543,000	3,224,000

26. Operating lease commitments

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

	2023 £	2022 £
Not later than 1 year	39,858	35,717
Later than 1 year and not later than 5 years	74,176	65,778
	114,034	101,495

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27. 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 £NIL for the debts and liabilities contracted before he/she ceases to be a member.

28. Related party transactions

Owing to the nature of the Academy and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the governors 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.

The following transactions took place in the period of account:

Westacre Middle School - in which the wife of governor Dr A Evans is a governor. Staff services were invoiced for £4,503 (2022: £4,160); and mentoring services were purchased for £1,860. The amount due to Westacre Middle School at 31 August 2023 was £Nil (2022: £1,860). The services were invoiced at the normal commercial rate.

29. Post balance sheet events

The Prince Henry's High School Academy Trust will form a multi academy trust during the year to 31 August 2024. The current expected conversion date is 1 April 2024, at which point the Trust will operate under a new name.

It is expected that at this date an existing single school academy trust will transfer in, and talks are currently underway with local primary schools who would convert from Local Authority maintained schools and join the newly formed multi academy trust.

30. Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting year ending 31 August 2023 the Trust received £29,433 (2022 - £37,113) and disbursed £29,702 (2022 - £24,076) from the fund. An amount of £12,768 (2022 - £13,037) is included in creditors relating to undistributed funds that are repayable to ESFA.