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**HAYBROOK COLLEGE TRUST**

**(A company limited by guarantee)**

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**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2024**

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**REFERENCE AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

<b>Members</b>	Mrs H Huntley Mr D Tottingham (Stepped down 15.11.23) Mr S Elson Mr A Brown
<b>Trustees</b>	Mrs J Shepard (Chair) Mrs J Rockall, (Vice Chair) Mr R Moreton (Resigned 31.08.2024) Mr S Elson (Chair of FAR) (Appointed 01.09.2024) Mrs A Bunce Mr J McLaughlin Mr S Khaliq Ms J Matharu Mr D Tottingham (Stepped down 15.11.23)
<b>Company registered number</b>	09606079
<b>Company name</b>	Haybrook College Trust
<b>Principal and registered office</b>	Berkshire SL1 6LZ
<b>Company secretary</b>	Mr J Curzon
<b>Senior management</b>	Mr J Rockman, Executive Headteacher Mrs S Kay, Deputy Headteacher Dr I Johnson, Deputy Headteacher Mr J Curzon, Director of Finance Mrs C Goodridge, SENCO
<b>Independent auditors</b>	BKL Audit LLP 35 Ballards Lane London N3 1XW
<b>Bankers:</b>	Lloyds Bank plc PO Box 100 Andover Hants BX1 1LT
<b>Solicitors:</b>	Winckworth Sherwood Minerva House 5 Montagu Close London SE1 9BB

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

The trustees present their annual report together with the financial statements and auditors' report of the charitable company for the period 1st September 2023 to 31st August 2024. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

The trust operates an academy for pupils aged 11 to 16 serving a catchment area in Slough, Berkshire. All young people at the College have challenging behaviours as a result of a Social Emotional and Mental Health difficulty (SEMH). It has a capacity of 166 pupils (85 with EHC Plans and 70 in the Alternative Provision) for pre- 16 pupils. In April 2020 a post 16 provision was added to accommodate a further 11 pupils who have EHCPs.

The trust also supports RBWM with provision for up to 35 permanently excluded pupils across KS1-4.

### **Structure, governance and management**

#### **Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Haybrook College Trust Limited are also the directors of the charitable company for the purposes of company law. The charitable company is known as Haybrook College Trust.

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and administrative details on page 1.

#### **Members' liability**

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

#### **Trustees' indemnities**

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

#### **Method of recruitment and appointment or election of Trustees**

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

Trustees, appointed under Article 50; and  
The Chief Executive Officer;  
Any Executive Trustees; and  
A minimum of 2 Parent Trustees elected or appointed under Articles 53-56B

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

#### **Policies adopted for the induction and training of Trustees**

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

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Organisational structure**

The academy has established a management structure to enable its efficient running. The structure consists of three levels: the Members and the Trustees at the MAT level; and the executive who are the senior leadership team at the academy level. The Members fulfill the statutory obligations set out in the MAT funding agreement and Articles of Association. The Trustee Board has considered its role thoughtfully and decided that the role of the Trustees is to approve the strategic direction and objectives of the academy and monitor its progress towards these objectives.

The Trustee Board has approved a scheme of delegation which sets out a statement on the system of internal control, responsibilities, standing orders, and terms of reference. Trustees are responsible for setting general policy, adopting an annual plan and by use of budgets and making major decisions about the direction of the academy, including capital expenditure and senior staff appointments.

The Executive Headteacher assumes the accounting officer role.

**Arrangements for setting pay and remuneration of key management personnel**

The Pay Policy is approved annually by the Trustee Board and the Finance, Audit & HR Committee approve pay progression during a Remuneration Committee meeting, which evaluates performance and pay progression. This meeting took place on 27th November 2023.

There is a separate panel who set targets and evaluate the performance of the Executive Headteacher. This meeting took place on 14th December 2023. The school's Performance Management (PM) policy and procedures are embedded across all provisions at the College.

**Related parties and other connected charities and organisations**

Haybrook College has no related parties or other connected charities or organisations.

**Trade union facility time**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	0.0025
Percentage of time spent on facility time	Number of employees
0%-1%	1
1%-50%	0
51%-99%	0
100%	0
Percentage of pay bill spent on facility time	
Provide the total cost of facility time	Negligible
Provide the total pay bill	Negligible
Provide the percentage of the total pay bill spent on facility time on facility time, calculated as: (total cost of facility time ÷ total pay bill) × 100	Negligible
Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) × 100	Negligible

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Objectives and activities**

“To advance for the public benefit education in the United Kingdom by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum or educational institutions which are principally concerned with providing full-time or part-time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them or 16 to 19 Academies offering a curriculum appropriate to the needs of its students or schools specially organised to make special educational provision for pupils with Special Educational Needs. To promote for the benefit of the inhabitants of the areas in which the Academies are situated the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.”

This is an extract from the Objectives in our Articles of Association, which helped define our mission and vision.

**Objectives and Aims**

<b>Our Mission</b>
To inspire and support young people to make positive choices about the future
<b>Our Vision</b>
Our pupils will leave with a minimum of 5 GCSEs or equivalent qualifications Every pupil will achieve an accredited English and maths qualification Our pupils will develop positive relationships with staff and other pupils Our pupils will progress successfully to their choice of further education, employment, or training Our pupils will become productive members of society.
<b>Our Values</b>
Be kind, Be respectful, Be ambitious

**Objectives, strategies and activities**

Haybrook College Trust provides a flexible and creative range of education provisions in Slough for over 200 students, aged 11 - 16, who have been excluded or exclude themselves from local mainstream or further education. All the young people who attend the College have significant and complex Social Emotional and Mental Health difficulties (SEMH). The College includes a KS3 and KS4 Alternative Provision and an SEMH Special School. In September 2011 a Post-16 provision, The Gateway was successfully established through partnership working with Slough Pit Stop Project limited. This is targeted at young people with SEMH who have been, or who would become NEET if not for this provision and Haybrook College Trust was sub-contracted to supply the educational aspect of the provision. In April 2020, this provision was brought in house to Haybrook College Trust.

The College also holds a contract with the Royal Borough of Windsor and Maidenhead to educate permanently excluded and medically vulnerable pupils. The current contract is for 35 pupils, some of whom are educated within the College and some who are placed in other educational provisions (all of which are Quality Assured by the College leadership). Over 50% of pupils at the College have a statement or an Education Health and Care Plan (EHCP) for SEMH, some with significant mental health issues and the majority are eligible for pupil premium. We also provide an education for young people with serious medical conditions via Wexham Park Hospital School room.

Almost all of the pupils at Haybrook College Trust arrive with attendance and attainment levels well below the national average and those entitled to Free School Meals is well above the national average. Deprivation factors play a significant part in identifying needs with the majority of the College cohort coming from families identified by Slough Borough Council as 'Troubled Families'.

The vision of the College is 'Inspiring and supporting young people to make positive choices about the future'. Despite the social, emotional and mental health needs that our young people face, we continue to focus on teaching and learning. Offering opportunities to achieve a range of qualifications, including English and Maths as a priority. However, we also strive to ensure that we are preparing young people to make the successful transfer to Education, Employment or Training (EET). The success of the College lies in the delivery of personalised programmes that meet the learning needs of individual students or that re-engage young people in learning.

Haybrook College Trust lies at the heart of Slough's educational community and its development reflects the town's

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

approach to inclusive education. The collegiate approach is reflected in the ongoing discussions around the High Needs Block funding and decisions pertinent to the commissioning of places at the College by the Local Authority and schools / academies. The successful implementation of 'top-up' funding reflects the recognition that there needs to be a collective responsibility towards this cohort of young people.

Increasingly the College is being approached by schools and other Local Authorities for support or ideas about the development of local provision to meet the needs of a cohort of young people with increasingly complex SEMH. Particular interest is shown regarding Slough's low permanent and fixed term exclusion rates and the very small numbers of young people with SEMH being educated in Out of Borough (OOB) placements.

There is also interest in the effective development of a vocational curriculum offered by the College. Each educational provision is managed by a Centre Manager. Flexible, personalised education programmes are successfully provided through small group teaching, using a team of teachers, tutors and highly skilled learning and sports coach mentors (SCMs). In this, the SCM role is a hugely important and a range of professionals often visits the College keen to understand the structures and reasons it is working so effectively.

**Public benefit**

In setting the objectives, the trustees have considered the Charity Commission's general guidance on public benefit and to its supplementary public benefit guidance on advancing education. In this regard, we offer extensive opportunities for students who are preparing for examinations. The Executive Headteacher is actively involved in the Slough Association of Secondary Heads (SASH), which brings together all Headteachers across Slough (both selective and non-selective) to work to benefit education across the town. The College is a member of Teaching Schools Hub Berkshire and acts as partner to both deliver and benefit from the Hub's professional development and school improvement programme. We also have a strong working relationship with both Slough and Windsor and Maidenhead Local Authorities. The community is served by the use of sports facilities outside of school hours.

**Strategic report**

**Achievements and performance**

**i. Key performance indicators**

**Target 1: 40% of all pupils (45% of those who are working at GCSE level) will leave with a minimum of 5 GCSE's or equivalents 1-9. 50% (rising to 55%) will obtain 4 and 65% (rising to 65%) will achieve 3.**

**Year 11 Outcomes**

	% All Haybrook 2018-19	% All Haybrook 2021-22	Target	% All Haybrook 2022-23	% All Haybrook 2023-24	% Haybrook GCSE Capable
5 1-9 or equivalent	34	36	40	60	39	44
4 1-9 or equivalent	47	49	65	65	49	55
3 1-9 or equivalent	57	57	70	74	63	70
2 1-9 or equivalent		66		83	73	82
1 1-9 or equivalent		74		88	76	84

Although national data is hard to come by the outcomes at Haybrook College show a positive trend in all areas when

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

compared to previous national trends for APs and special schools. The improvements have been incremental over time, despite a reduction compared to last year. Those achieving 5 GCSEs or equivalents 1-9 ranged from between 39% to 44% compared to a national average of 25%, a significant positive difference of 14%. Those achieving 4 or 3 GCSEs or equivalents 1-9 has also shown an incremental increase since 2018-19. This is despite not additional support materials being used in this years exams.

**Target 2: All young people who have been at the College for at least two terms to leave with a nationally accredited English and maths qualification.**

Year 11 Headline Measures	2018-19 All % (59)	2021-22 All % (61)	2022-23 All % (67)	2023-24 All % (49)	GCS E Level % (44)
5 or more GCSEs 4-9 including Maths and English	0	5	1.5	0	0
5 or more GCSEs 1-9 including Maths and English	34	36	60	39	44
5 or more GCSEs 4-9	0	5	1.5	0	0
5 or more GCSEs 1-9	34	36	60	39	43
4-9 in English and Maths GCSE	0	5	3	0	0
1-9 in English and Maths GCSE	43	45	64	55	61
4 GCSEs or equivalents	47	49	65	49	55
3 GCSEs or equivalents	57	57	74	63	70
2 GCSEs or equivalents		66	83	73	82
1 GCSE or equivalent		74	88	76	84
% English GCSE	62	66	81	67	75
% English qualification	90	82	93	92	
% Maths GCSE	65	61	78	64	70
% Maths qualifications	88	69	89	92	

Although we aim for 100% of pupils to leave with a maths and English qualification it is not always possible to achieve. 55% of all pupils and 61% of GCSE capable pupils managed to achieve maths and English GCSE qualifications. 90% of all pupils achieved both maths and English qualifications at a level appropriate for them. 84% of pupils achieved at least 1 GCSE with those that didn't either being out of the local area or did not sit GCSE exams. The national average for APs is 61%.



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Target 4: Increase the level of challenge for pupils so that 85% of pupils in Year 10 are making progress or above in English and Maths and 75% at KS3.**

Year 10 Progress in English			
	No progress	Making progress	Excellent progress
Number of pupils (31)	8	21	2
Percentage	26%	68%	6%
Year 10 Progress in Maths			
	No progress	Making progress	Excellent progress
Number of pupils (31)	9	20	2
Percentage	29%	65%	6%

KS3 Progress in English			
	No progress	Making progress	Excellent progress
Number of pupils (75)	6	60	8
Percentage	8%	81%	11%
KS3 Progress in Maths			
	No progress	Making progress	Excellent progress
Number of pupils (75)	7	60	7
Percentage	9%	82%	9%

The expectation at Haybrook College is that pupils make progress from their starting points. Progress is determined by the individual teacher for each subject, in line with targets set each term and expected curriculum outcomes. Teachers report on progress for those making No Progress, Making Progress and Excellent Progress. The progress data includes those that were on roll at the time of this report. It does not include the data of those pupils who have returned to mainstream or another provision. This has dampening effect on the progress data as we actively seek to push those progress really well back to mainstream provision.

In total, there were 32 pupils in Year 10, however 1 of these pupils was not included in the progress judgements due to being on roll, but out of the country. 74% are making progress or better in English and 71% in Maths.

6 pupils were considered to be making no progress in both Maths and English in Year 10 during the Summer term. The main reason for this lack of progress is chronic non-attendance.

Of those pupils:

- 1 pupil had a long period of non-attendance due to being the perpetrator of a violent attack
- 1 pupil has significant mental health difficulties and has found it difficult to engage in education following his Permanent Exclusion
- 1 EHCP pupil has had poor attendance due to high levels of anxiety and a significant history of Emotionally Related School Avoidance (ERSA)
- 1 pupil has had poor attendance due to anxieties around attending due to gang affiliation
- 1 EHCP pupil is being home-educated whilst they wait for a new school to be allocated
- 1 EHCP pupil is of traveler background on a full-time alternative programme

All these pupils have bespoke support from Haybrook staff in addition to multi-agency support in place. They are being tracked by various services. 1 pupil has made no progress in maths and another pupil has made no progress in English, due to very poor engagement in those specific subjects.

In total there were 78 pupils in KS3 and a similar percentage made some or better progress, 94% in English compared to 95% in maths. A higher % were judged to make excellent progress in KS3 than in KS4. The data shows that the vast majority of pupils are making progress.

4 pupils were considered to be making no progress in maths and English at KS3. Of those 4 pupils:

- 2 were moved out of the area but remain on roll as no provision has been identified
- 1 joined very late in the term
- 1 has struggled to engage with his curriculum

1 further pupil has not made progress in English at KS3 and is educated offsite but will be transitioning back

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

to Haybrook College this academic year

There were 77 KS3 pupils on roll across the College at the time of this report, however 2 of those have not been included in the progress judgements due to 1 pupil becoming CLA and moving out of area and 1 pupil being out of the country for the term. 92% are making progress in English and 91% in maths.

5 pupils did not make any progress in both English and maths. Of those pupils:

- 2 had very poor attendance levels
- 1 EHCP pupil had very poor engagement with learning and has found it difficult to remain in class learning
- 1 EHCP pupil has a significant history of ERSA and has been on a bespoke timetable whilst his attendance has been increasing
- 1 EHCP pupil has a significant history of ERSA and is struggling to engage

1 EHCP pupil has made no progress in maths and another EHCP pupil has made no progress in English, due to being on bespoke timetables poor engagement in their learning

**Target 5: For 85% of year 11 pupils to be EET February 2024**

The Haybrook College Careers leader supports our pupils with moving on to their destinations and works with local colleges to ensure that our pupils are able to find appropriate and sustainable placements. We are committed to supporting them through to February after they leave and employ staff to visit pupils 2 days per week. In total 50% of year 11 pupils were EET and 50% of Post 16 pupils were EET. However, a number of Year 11 leavers have been confirmed as having a Job Without Training (JWOT), which currently does not meet RPA at age 16. When these pupils are factored in 65% of year 11's are in education or employment. The team continues to work closely with all services to support those pupils that are NEET.

**Going concern**

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue 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 accounting policies.

**Financial review**

**Reserves policy**

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

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

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

The level of reserves held considers the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The governors will keep this level of reserves under review at each Board meeting and aim to build and maintain the reserves level by entering into cost-effective agreements as noted in Objectives and Activities above, whilst in keeping with the principal object of the Academy.

Total reserves at the end of the period amounted to £7,028K This balance includes unrestricted funds of £30K, which is considered appropriate for the Academy Trust, and restricted funds of £6,999K, which includes restricted fixed asset funds of £6,677K and a pension deficit of £369K.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustees recognise that there are a range of factors that are currently impacting the College's financial position for which the reserves may be utilised over the next two to three years. These include but are not limited to:

Extra expenditure linked to unfunded staff pay rises and pension costs

Extra expenditure linked to increased energy costs

Concerns around the cost of living crisis for both staff and pupils.

The College's financial situation is further exacerbated by Slough Borough Council's (SBC) ongoing financial crisis and the issuing of the section 114 notice, effectively declaring bankruptcy. SBC are therefore working on a programme to reduce the High Needs Block deficit and obtain a place on the DfE's Safety Valve programme, which will directly impact the College's funding. These aspects are below:

- Unrealistic reduction in the number of allocated places in Alternative Provision (AP) given the growing need
- SEND top-up funding has at best stagnated and at worst been reduced over a period of time, impacting the College's ability to meet the complex needs of pupils with SEMH
- Scrutiny of contracts linked to provision for pupils such as transport, as a time of ever-increasing prices and high inflation

The college is continuing to work with commissioners from both SBC and RBWM to stabilise the commissioned places over the next two to three years. To ensure that the College continues to provide high quality education during this unsettling period some reserves may need to be utilised. The College has forecast that approximately 60% of the reserves may be utilised to achieve this financial stability by 2026. The limited reserves will not be used for capital projects but as revenue funding to ensure that we are financially able to meet the needs of this complex cohort of pupils.

Users should note that a surplus or deficit position of the pension scheme would generally result in a cash flow effect for the Academy Trust in the form of an increase or decrease in employers' pension contributions over a period of years. The Academy Trust thus takes this fact into account when reviewing current business plans and budgets, ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met

from the Academy Trust's budgeted annual income, whilst the deficit might not be eliminated, there should be no actual cash flow deficit on the fund or direct impact on the unrestricted reserves of the Academy Trust due to the recognition of the deficit.

#### **Investment policy**

Investment policies are determined by the Trustee board. This ensures the level of funds the Academy holds can cover any immediate expenditure, without exposing the Academy to additional risk. Should any funds be surplus to the short to medium term cash flow requirements then they would be invested as per the Investment policy. At 31 August 2024, the College held £650,000 in short and medium term deposits at Lloyds Bank.

#### **i. Principal risks and uncertainties**

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

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

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

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

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

Statement.

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

Please refer to the Reserves Policy above for a description of the defined benefit pension scheme, in which there was a deficit at 31 August 2024. 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.

**Review of activities**

During the period, ESFA/LA grants received totalled to £6,653K. Other income included within restricted funds totalled to £258K. Restricted fund expenditure totalled to £6,318K.

Most of the Academy's income is obtained from the Education and Skills Funding Agency (ESFA) and the Local Authority in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA and the Local Authority during the 12-month period ended 31 August 2024 and the associated expenditure are shown as restricted funds in the Statement of financial activities.

The Academy also received grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, "Accounting for Reporting by Charities" (SORP 2019), such grants are shown in the Statement of financial activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

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

Overall, the Academy has a healthy balance sheet and cash flow and will be using the reserves to maintain the current assets and also to invest back into the school in the form of additional resources and facilities both in the long term and short term in conjunction with the school development plan and school aims.

**Fundraising**

The academy does not engage in any specific external fundraising activities.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Streamlined energy and carbon reporting**

<b>UK Greenhouse gas emissions and energy use data for the period</b>	<b>1 September 2022 to 31 August 2023</b>	<b>1 September 2021 to 31 August 2022</b>
Energy consumption used to calculate emissions (kWh)	<b>241,039</b>	<b>241,039</b>
Energy consumption break down (kWh) (optional) gas, electricity transport fuel		
<u>Scope 1 emissions in metric tonnes CO<sub>2</sub>e</u>		
Gas consumption	31.32	31.32
Owned transport – mini-buses	4.35	4.35
<u>Total scope 1</u>	35.67	35.67
<u>Scope 2 emissions in metric tonnes CO<sub>2</sub>e</u>		
Purchased electricity	10.86	10.86
<u>Scope 3 emissions in metric tonnes CO<sub>2</sub>e</u>		
Business travel in employee-owned vehicles	0.36	0.36

As the academy trust has not consumed more than 40,000 kWh of energy in this reporting period, it qualifies as a low energy user under these regulations and is not required to report on its emissions, energy consumption or energy efficiency activities.

**Plans for future periods**

As an Alternative Provision and SEMH special school our developmental plans are always in response to the needs identified by Slough Borough Council (SBC) and other neighbouring local authorities. We work closely with the L.A.'s to ensure that our provision is best placed to respond and solve ongoing educational issues. In the short term, the Trust is likely to be working on a reduction strategy as SBC reduce the number of commissioned places whilst maintaining the highest quality provision possible. In the longer term, we aim to grow our provision to continue to meet the growing needs of Slough Schools. There would be significant consideration to MAT expansion ensuring that the strategic development includes economies of scale, finance, IT and governance. The College has also submitted a Free School bid to operate a new SEMH Special Free School in Windsor and Maidenhead.

**Funds held as custodian on behalf of others**

There are no funds held as custodian on behalf of others.

**Auditor**

Insofar as the Trustees are aware:

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

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**HAYBROOK COLLEGE TRUST**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 01/01/2025 and signed on its behalf by:



[Steve Elson \(Jan 1, 2025 09:16 GMT+7\)](#)

**Mr S Elson**  
**Chair of FAR Committee**

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**HAYBROOK COLLEGE TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Scope of responsibility**

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Executive 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 Haybrook College Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 3 times during the 12-month period.

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

Trustee	Meetings attended	Out of a possible
Mr J Rockman, Chief Executive	3	3
Mrs J Shepard, Chair of Trustees	3	3
Mrs J Rockall, Vice Chair	3	3
Mr R Moreton	3	3
Mr D Tottingham	0	1
Mrs A Bunce	2	3
Mr J McLaughlin	2	3
Mr S Khaliq	1	3
Ms J Matharu	2	3

The changes to the Board of Trustees during the academic year 2023-24 are shown on page 3. A skills audit is completed on a regular basis with the audit showing a broad spectrum of skills across the Trustees. The latest audit showed that the Trustee Board has weakness in marketing. The Trustee Board will undertake an external review of governance within the next cycle.

Trustees typically also serve on a number of other sub-committees, as set out on the school website. The impact of each Board of Trustees Committee is reviewed and monitored via the Headteacher's report.

The Finance, Audit & Risk & HR Committee is a sub-committee of the main Trustee Board. Its purpose is to:

- Monitor the integrity of the financial statements.
- Review internal financial controls and review the Academy's internal control and risk management systems.
- Make recommendations to the Trustee Board in relation to the appointment, re-appointment and removal of the external auditor and approve the remuneration and terms of engagement of the auditor.
- Review the auditor's independence and objectivity, and
- Ensure the Academy is following the EFSA's financial regulations. No significant issues to note were dealt with during the period.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr J Rockman, CEO, Accounting Officer	3	3
Mr R Moreton, Chair	3	3
Mrs Julia Shepard	3	3
Mr D Tottingham	0	1
Mrs Jo Rockall	1	1
J Curzon, Director of Finance	3	3

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**HAYBROOK COLLEGE TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

As the Trustee Board FAR committee meet less than 6 times per year, it commits to meeting every month to monitor and review the financial position of the Academy Trust. This will include reviewing budget to date, cash flow, and debtors and creditors.

**Review of value for money**

As accounting officer, the Executive 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, as well as safety and management, achieved in return for the taxpayer resources received.

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

- Regular auditing of staffing
- Re-tender of cleaning contract (largest financial commitment other than staffing)
- Achieving best value for IT systems across the College.
- Implementing new management information system across all sites, amalgamating two previous systems to reduce cost
- Implementing new financial accounting systems (reduced cost)

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

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Haybrook College Trust for the period 1 September 2023 to 31 August 2024 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 that has been in place for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

**The risk and control framework**

The Academy'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 monthly financial reports which are reviewed at a meeting of the Chair of the Finance, Audit, Risk & HR Committee (FAR) and sent to the Board of Trustees 6 times a year
- Regular reviews by the Finance, Audit & Risk & HR 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 within Financial Regulations which are agreed by the full Trustee Board annually
- Identification and management of risks: the risk register is a standing item on the FAR Committee Agenda and that Committee reports to the full Board periodically

The Board of Trustees has agreed to carry out an internal scrutiny programme linked to non-financial services, which were high-lighted on the risk register. This service will be carried out by different external parties. Landau Baker will continue to do the audit.



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**HAYBROOK COLLEGE TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**The risk and control framework (continued)**

The Internal Scrutiny Partner role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems and Governance. In particular; the checks carried out in the current period included:

- Review of HR Policies – Completed by SDHR
- Purchase Ledger Review - Completed by Judith Vucic
- IT Infrastructure Review – Completed by BT Technologies

On an annual basis, the internal scrutiny partner(s) will report to the Board of Trustees through the Finance, Audit & Risk Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and prepares a short 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 Trustees will consider the information on a termly basis and make amendments on the future areas to be audited linked to the Risk Register.

The Board can confirm that the BKL Audit LLP, the auditor, has delivered their schedule of work as planned, provided details of any material control issues arising as a result of their work. During the current and previous period, there were no material control issues noted and thus no remedial action was required to be taken.

**Review of effectiveness**


As accounting officer, the Executive 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 Scrutiny Partner(s);
- the work of external auditors;
- the financial management and governance self-assessment process;
- the work of the senior leadership within the Academy who have responsibility for the development and maintenance of the internal control by the Finance, Audit & Risk Committee and a plan to address weaknesses and ensure continuous improvement of the system in place;

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

Approved by order of the members of the Board of Trustees on 01/01/2025  
by:

and signed on their behalf



Steve Elson (Jan 1, 2025 09:16 GMT+7)

**Mr S Elson**  
**Chair of FAR Committee**



Jamie Rockman (Dec 31, 2024 15:36 GMT)

**Mr J Rockman**  
**Accounting Officer**

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**HAYBROOK COLLEGE TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

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As accounting officer of Haybrook College Trust I have considered my responsibility to notify the Academy Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under 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 2023, including responsibilities for estates safety and management.

I confirm that I and the Academy Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academy Trust Handbook 2023.

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

*Jamie Rockman*  
[Jamie Rockman \(Dec 31, 2024 15:36 GMT\)](#)

**Mr J Rockman**  
**Accounting Officer**

Date: 12/31/2024

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**HAYBROOK COLLEGE TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 01/01/2025 and signed on its behalf by:



[Steve Elson \(Jan 1, 2025 09:16 GMT+7\)](#)

**Mr S Elson**  
**Chair of FAR Committee**

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**HAYBROOK COLLEGE TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HAYBROOK COLLEGE TRUST**

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**Opinion**

We have audited the financial statements of Haybrook College Trust (the 'academy') for the year ended 31 August 2024 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 2023 to 2024 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 2024 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 2023 to 2024 issued by the Education and Skills Funding Agency.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

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**HAYBROOK COLLEGE TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HAYBROOK COLLEGE TRUST (CONTINUED)**

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**Other information**

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

We have nothing to report in this regard.

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

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

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

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

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

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

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

**Responsibilities of trustees**

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

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

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**HAYBROOK COLLEGE TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HAYBROOK COLLEGE TRUST (CONTINUED)**

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

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

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

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

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

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

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

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

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

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

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**HAYBROOK COLLEGE TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
HAYBROOK COLLEGE TRUST (CONTINUED)**

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**Use of our report**

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

*Edward Passmore*

[Edward Passmore \(Jan 2, 2025 14:03 GMT\)](#)

**Edward Passmore FCA (Senior statutory auditor)**

for and on behalf of

**BKL Audit LLP**

Chartered Accountants  
Statutory Auditor

35 Ballards Lane  
London  
NW 1XW

Date: 01/02/2025

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**HAYBROOK COLLEGE TRUST**  
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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HAYBROOK COLLEGE TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 23 June 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Haybrook College Trust during the year 1 September 2023 to 31 August 2024 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 Haybrook College Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Haybrook College 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 Haybrook College Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of Haybrook College Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Haybrook College Trust's funding agreement with the Secretary of State for Education dated 23 May 2015 and the Academy Trust Handbook, extant from 1 September 2023, 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 2023 to 2024. 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 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Review of management reporting documents
- Review of Trustees/Governors meeting minutes;
- Consideration of whether any personal benefit has been derived from the Academy Trust's transactions by staff or related parties;
- Consideration of the Academies Trust Handbook regularity requirements and related documents; and
- Review of internal controls.



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**HAYBROOK COLLEGE TRUST**  
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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HAYBROOK COLLEGE TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

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**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*BKL Audit LLP*

[BKL Audit LLP \(Jan 2, 2025 14:20 GMT\)](#)

**Reporting Accountant**

**BKL Audit LLP**

Chartered Accountants  
Statutory Auditor

35 Ballards Lane  
London  
NW 1XW

Date: 01/02/2025

**HAYBROOK COLLEGE TRUST**  
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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>						
Donations and capital grants	3	1,357	-	58,102	59,459	41,062
Other trading activities	5	-	11,418	-	11,418	9,049
Investments	6	4,337	-	-	4,337	102
Charitable activities	4	-	6,653,905	-	6,653,905	6,329,413
<b>Total income</b>		<b>5,694</b>	<b>6,665,323</b>	<b>58,102</b>	<b>6,729,119</b>	<b>6,379,626</b>
<b>Expenditure on:</b>						
Charitable activities	7	-	6,318,245	138,679	6,456,924	6,823,081
<b>Total expenditure</b>		<b>-</b>	<b>6,318,245</b>	<b>138,679</b>	<b>6,456,924</b>	<b>6,823,081</b>
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>5,694</b>	<b>347,078</b>	<b>(80,577)</b>	<b>272,195</b>	<b>(443,455)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial gains on defined benefit pension schemes	23	-	70,000	-	70,000	712,000
<b>Net movement in funds</b>		<b>5,694</b>	<b>417,078</b>	<b>(80,577)</b>	<b>342,195</b>	<b>268,545</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		23,836	(96,203)	6,757,997	6,685,630	6,417,085
Net movement in funds		5,694	417,078	(80,577)	342,195	268,545
<b>Total funds carried forward</b>		<b>29,530</b>	<b>320,875</b>	<b>6,677,420</b>	<b>7,027,825</b>	<b>6,685,630</b>

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

The notes on pages 27 to 53 form part of these financial statements.

**HAYBROOK COLLEGE TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 09606079**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	13	<b>6,657,281</b>	6,750,717
<b>Current assets</b>			
Debtors	14	<b>131,128</b>	47,974
Investments	15	<b>403,074</b>	-
Cash at bank and in hand		<b>441,748</b>	700,168
		<u><b>975,950</b></u>	<u>748,142</u>
Creditors: amounts falling due within one year	16	<b>(236,406)</b>	(257,229)
		<u><b>739,544</b></u>	<u>490,913</u>
<b>Net current assets</b>		<b>739,544</b>	490,913
<b>Total assets less current liabilities</b>		<u><b>7,396,825</b></u>	<u>7,241,630</u>
<b>Net assets excluding pension liability</b>		<b>7,396,825</b>	7,241,630
Defined benefit pension scheme liability	23	<b>(369,000)</b>	(556,000)
<b>Total net assets</b>		<u><u><b>7,027,825</b></u></u>	<u><u>6,685,630</u></u>
<b>Funds of the Academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	17	<b>6,677,420</b>	6,757,997
Restricted income funds	17	<b>689,875</b>	459,797
		<u><b>7,367,295</b></u>	<u>7,217,794</u>
Restricted funds excluding pension liability	17	<b>7,367,295</b>	7,217,794
Pension reserve	17	<b>(369,000)</b>	(556,000)
		<u><b>6,998,295</b></u>	<u>6,661,794</u>
<b>Total restricted funds</b>	17	<b>6,998,295</b>	6,661,794
<b>Unrestricted income funds</b>	17	<b>29,530</b>	23,836
		<u><b>7,027,825</b></u>	<u>6,685,630</u>
<b>Total funds</b>		<u><u><b>7,027,825</b></u></u>	<u><u>6,685,630</u></u>

The financial statements on pages 24 to 53 were approved by the Trustees, and authorised for issue on and are signed on their behalf, by: 01/01/2025

  
Steve Elson (Jan 1, 2025 09:16 GMT+7)

**Mr S Elson**  
**Chair of FAR Committee**

The notes on pages 27 to 53 form part of these financial statements.

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**HAYBROOK COLLEGE TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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	<b>Note</b>	<b>2024</b> <b>£</b>	2023 £
<b>Cash flows from operating activities</b>			
Net cash provided by/(used in) operating activities	19	<b>127,458</b>	(441,805)
<b>Cash flows from investing activities</b>	20	<b>(385,878)</b>	6,152
<b>Change in cash and cash equivalents in the year</b>		<b>(258,420)</b>	(435,653)
Cash and cash equivalents at the beginning of the year		<b>700,168</b>	1,135,821
<b>Cash and cash equivalents at the end of the year</b>	21, 22	<b>441,748</b>	700,168

The notes on pages 27 to 53 form part of these financial statements

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**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 Going concern**

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

**1.3 Income**

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

• **Grants**

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

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

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

• **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.

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. Accounting policies (continued)**

**1.3 Income (continued)**

• **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.

**1.4 Expenditure**

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

• **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Tangible fixed assets**

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

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**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. Accounting policies (continued)**

**1.5 Tangible fixed assets (continued)**

Depreciation is provided on the following basis:

Freehold property	-	2%
Furniture and fixtures	-	25%
Computer equipment	-	33%
Motor vehicles	-	25%

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities.

**1.6 Debtors**

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

**1.7 Cash at bank and in hand**

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

**1.8 Liabilities**

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

**1.9 Financial instruments**

The Academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 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.

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**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. Accounting policies (continued)**

**1.10 Pensions**

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

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

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

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

**1.11 Fund accounting**

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

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

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

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



**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, 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 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

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

	<b>Unrestricted funds 2024 £</b>	<b>Restricted fixed asset funds 2024 £</b>	<b>Total funds 2024 £</b>
Donations	1,357	-	<b>1,357</b>
Capital Grants	-	58,102	<b>58,102</b>
	<u>1,357</u>	<u>58,102</u>	<u><b>59,459</b></u>

	<b>Unrestricted funds 2023 £</b>	<b>Restricted fixed asset funds 2023 £</b>	<b>Total funds 2023 £</b>
Donations	4,317	-	4,317
Capital Grants	-	36,745	36,745
	<u>4,317</u>	<u>36,745</u>	<u>41,062</u>

**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>
<b>DfE/ESFA grants</b>		
General annual grant (GAG)	1,550,000	<b>1,550,000</b>
Other DfE/ESFA grants		
16 - 19 core funding	191,223	<b>191,223</b>
Pupil premium	82,897	<b>82,897</b>
Rates relief	49,840	<b>49,840</b>
Others	104,656	<b>104,656</b>
	1,978,616	<b>1,978,616</b>
<b>Other Government grants</b>		
Local authority grants	4,368,158	<b>4,368,158</b>
<b>Other income from the Academy's educational activities</b>	247,377	<b>247,377</b>
<b>COVID-19 additional funding (DfE/ESFA)</b>		
Recovery premium	59,754	<b>59,754</b>
	6,653,905	<b>6,653,905</b>

**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

	As restated Restricted funds 2023 £	As restated Total funds 2023 £
<b>DfE/ESFA grants</b>		
General annual grant (GAG)	1,770,000	1,770,000
Other DfE/ESFA grants		
16 - 19 core funding	314,076	314,076
Pupil premium	63,942	63,942
Rates relief	23,437	23,437
Others	152,130	152,130
	2,323,585	2,323,585
<b>Other Government grants</b>		
Local authority grants	3,682,232	3,682,232
<b>Other income from the Academy's educational activities</b>	267,154	267,154
<b>COVID-19 additional funding (DfE/ESFA)</b>		
Recovery premium	56,442	56,442
	6,329,413	6,329,413

**5. Income from other trading activities**

	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Letting income	11,418	<b>11,418</b>
	11,418	<b>11,418</b>

**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

	As restated Restricted funds 2023 £	As restated Total funds 2023 £
Letting income	9,049	9,049

**6. Investment income**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Bank interest	4,337	<b>4,337</b>

	Unrestricted funds 2023 £	Total funds 2023 £
Bank interest	102	102

**7. Expenditure**

	<b>Staff Costs 2024 £</b>	<b>Premises 2024 £</b>	<b>Other 2024 £</b>	<b>Total 2024 £</b>
Educational Activities:				
Direct costs	4,504,844	-	341,784	<b>4,846,628</b>
Allocated support costs	495,158	473,238	641,900	<b>1,610,296</b>
	<u>5,000,002</u>	<u>473,238</u>	<u>983,684</u>	<u><b>6,456,924</b></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**7. Expenditure (continued)**

	As restated Staff Costs 2023 £	Premises 2023 £	As restated Other 2023 £	As restated Total 2023 £
Educational Activities:				
Direct costs	4,592,738	-	480,429	5,073,167
Allocated support costs	717,728	520,216	511,970	1,749,914
	<u>5,310,466</u>	<u>520,216</u>	<u>992,399</u>	<u>6,823,081</u>

**8. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2024 £</b>	<b>Support costs 2024 £</b>	<b>Total funds 2024 £</b>
Educational Activities	<u>4,846,628</u>	<u>1,610,296</u>	<u>6,456,924</u>

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Educational Activities	<u>5,073,167</u>	<u>1,749,914</u>	<u>6,823,081</u>

**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

**Analysis of direct costs**

	<b>Educational Activities 2024 £</b>	<b>Total funds 2024 £</b>
Staff costs	3,912,124	<b>3,912,124</b>
Educational consultancy	138,520	<b>138,520</b>
Technology costs	26,079	<b>26,079</b>
Educational supplies	142,982	<b>142,982</b>
Examination fees	15,695	<b>15,695</b>
Teaching supply costs	592,720	<b>592,720</b>
Other direct costs	12,654	<b>12,654</b>
Other staff expenditure	5,854	<b>5,854</b>
	<b>4,846,628</b>	<b>4,846,628</b>
	<b>4,846,628</b>	<b>4,846,628</b>
	<b>As restated Educational Activities 2023 £</b>	<b>As restated Total funds 2023 £</b>
Staff costs	4,122,167	4,122,167
Educational consultancy	83,036	83,036
Technology costs	63	63
Educational supplies	339,617	339,617
Examination fees	40,476	40,476
Teaching supply costs	470,571	470,571
Other direct costs	12,192	12,192
Other staff expenditure	5,045	5,045
	<b>5,073,167</b>	<b>5,073,167</b>
	<b>5,073,167</b>	<b>5,073,167</b>

**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

**Analysis of support costs**

	<b>Educational Activities 2024 £</b>	<b>Total funds 2024 £</b>
Pension finance costs	20,000	<b>20,000</b>
Staff costs	571,989	<b>571,989</b>
Depreciation	138,679	<b>138,679</b>
Technology costs	55,298	<b>55,298</b>
Maintenance of premises	165,705	<b>165,705</b>
Rent and rates	41,673	<b>41,673</b>
Energy costs	179,759	<b>179,759</b>
Insurance	33,093	<b>33,093</b>
Security and transport	81,805	<b>81,805</b>
Catering	103,793	<b>103,793</b>
Cleaning	83,323	<b>83,323</b>
Other support costs	110,446	<b>110,446</b>
Other staff expenditure	11,678	<b>11,678</b>
Governance	17,600	<b>17,600</b>
Support staff supply costs	60,169	<b>60,169</b>
Non cash pension costs	(137,000)	<b>(137,000)</b>
Legal and professional	72,286	<b>72,286</b>
	1,610,296	<b>1,610,296</b>
	1,610,296	<b>1,610,296</b>

**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

**Analysis of support costs (continued)**

	As restated Educational Activities 2023 £	As restated Total funds 2023 £
Pension finance costs	43,000	43,000
Staff costs	655,001	655,001
Depreciation	141,894	141,894
Technology costs	44,826	44,826
Maintenance of premises	126,265	126,265
Rent and rates	71,209	71,209
Energy costs	173,302	173,302
Insurance	29,608	29,608
Security and transport	94,265	94,265
Catering	101,483	101,483
Cleaning	86,696	86,696
Other support costs	87,132	87,132
Other staff expenditure	7,299	7,299
Governance	7,878	7,878
Support staff supply costs	36,727	36,727
Non cash pension costs	26,000	26,000
Legal and professional	17,329	17,329
	<b>1,749,914</b>	<b>1,749,914</b>
	<b>1,749,914</b>	<b>1,749,914</b>

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

Net income/(expenditure) for the year includes:

	2024 £	2023 £
Operating lease rentals	<b>60,482</b>	51,263
Depreciation of tangible fixed assets	<b>138,679</b>	141,894
Fees paid to auditors for:		
- audit	<b>14,400</b>	6,700
- other services	<b>2,600</b>	1,710
	<b>145,761</b>	150,567
	<b>145,761</b>	150,567



**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**10. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

	<b>2024</b>	2023
	£	£
Wages and salaries	<b>3,392,879</b>	3,635,598
Social security costs	<b>350,858</b>	367,506
Pension costs	<b>740,376</b>	719,929
	<b>4,484,113</b>	4,723,033
Agency staff costs	<b>652,889</b>	507,298
Non cash pension cost	<b>(137,000)</b>	26,000
Staff restructuring costs	-	54,135
	<b>5,000,002</b>	5,310,466

Staff restructuring costs comprise:

	<b>2024</b>	2023
	£	£
Redundancy payments	-	54,135
	-	54,135

**b. Staff numbers**

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

	<b>2024</b>	2023
	No.	No.
Teachers	<b>42</b>	44
Support and admin staff	<b>49</b>	53
Management	<b>5</b>	5
	<b>96</b>	102

**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**10. Staff (continued)**

**c. Higher paid staff**

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

	<b>2024</b>	2023
	<b>No.</b>	No.
In the band £60,001 - £70,000	<b>2</b>	3
In the band £70,001 - £80,000	<b>1</b>	1
In the band £80,001 - £90,000	<b>2</b>	1
In the band £110,001 - £120,000	<b>-</b>	1
In the band £120,001 - £130,000	<b>1</b>	-
	<b>=====</b>	<b>=====</b>

**d. Key management personnel**

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £693,087 (2023 - £697,935 ).

**11. Trustees' remuneration and expenses**

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

		<b>2024</b>	2023
		<b>£</b>	£
Jamie Rockman	Remuneration	<b>120,000 -</b>	110,000 -
		<b>125,000</b>	115,000
	Pension contributions paid	<b>30,000 -</b>	25,000 -
		<b>35,000</b>	30,000

During the year ended 31 August 2024, 1 Trustee training expenses amounting to £100 was paid (2023 - £NIL).

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

The College uses the Risk Protection Arrangement (RPA) to provide this cover and the premium is included in the overall cost of the cover. The RPA Administrator's Limit of Liability in respect of each academy shall be £10,000,000 each and every Loss and shall be the maximum aggregate liability of the RPA Administrator from all Losses from an academy whose Academy Trust is a Member during any one Membership Year.

**HAYBROOK COLLEGE TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**13. Tangible fixed assets**

	Freehold property £	Furniture and fixtures £	Computer equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>					
At 1 September 2023	7,671,465	77,917	146,705	10,893	7,906,980
Additions	45,243	-	-	-	45,243
At 31 August 2024	<u>7,716,708</u>	<u>77,917</u>	<u>146,705</u>	<u>10,893</u>	<u>7,952,223</u>
<b>Depreciation</b>					
At 1 September 2023	962,315	49,837	137,282	6,829	1,156,263
Charge for the year	119,083	7,606	9,423	2,567	138,679
At 31 August 2024	<u>1,081,398</u>	<u>57,443</u>	<u>146,705</u>	<u>9,396</u>	<u>1,294,942</u>
<b>Net book value</b>					
At 31 August 2024	<u><u>6,635,310</u></u>	<u><u>20,474</u></u>	<u><u>-</u></u>	<u><u>1,497</u></u>	<u><u>6,657,281</u></u>
At 31 August 2023	<u><u>6,709,150</u></u>	<u><u>28,080</u></u>	<u><u>9,423</u></u>	<u><u>4,064</u></u>	<u><u>6,750,717</u></u>

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**14. Debtors**

	<b>2024</b>	<b>2023</b>
	£	£
<b>Due within one year</b>		
Trade debtors	<b>95,418</b>	5,754
Other debtors	<b>23,053</b>	11,937
Prepayments and accrued income	<b>12,657</b>	30,283
	<b>131,128</b>	47,974
	<b>131,128</b>	47,974

**15. Current asset investments**

	<b>2024</b>	<b>2023</b>
	£	£
Short term investment	<b>403,074</b>	-
	<b>403,074</b>	-
	<b>403,074</b>	-

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

	<b>2024</b>	<b>2023</b>
	£	£
Trade creditors	-	25,137
Other taxation and social security	<b>177,887</b>	162,405
Accruals and deferred income	<b>58,519</b>	69,687
	<b>236,406</b>	257,229
	<b>236,406</b>	257,229

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**17. Statement of funds**

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>Unrestricted funds</b>						
General Funds - all funds	23,836	5,694	-	-	-	29,530
<b>Restricted general funds</b>						
General annual grant (GAG)	459,797	1,550,000	(1,319,922)	-	-	689,875
16-19 core funding	-	191,223	(191,223)	-	-	-
Pupil premium	-	82,897	(82,897)	-	-	-
Rates relief	-	49,840	(49,840)	-	-	-
Other DfE/ESFA grants	-	104,656	(104,656)	-	-	-
Local authority grants	-	4,368,158	(4,368,158)	-	-	-
Recovery premium	-	11,418	(11,418)	-	-	-
General funds	-	307,131	(307,131)	-	-	-
Pension reserve	(556,000)	-	117,000	-	70,000	(369,000)
	<b>(96,203)</b>	<b>6,665,323</b>	<b>(6,318,245)</b>	<b>-</b>	<b>70,000</b>	<b>320,875</b>

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>Restricted fixed asset funds</b>						
Fixed asset fund	6,757,997	-	(138,679)	37,962	-	6,657,280
Devolved formula capital	-	12,859	-	7,281	-	20,140
New build project	-	45,243	-	(45,243)	-	-
	<u>6,757,997</u>	<u>58,102</u>	<u>(138,679)</u>	<u>-</u>	<u>-</u>	<u>6,677,420</u>
<b>Total Restricted funds</b>	<u>6,661,794</u>	<u>6,723,425</u>	<u>(6,456,924)</u>	<u>-</u>	<u>70,000</u>	<u>6,998,295</u>
<b>Total funds</b>	<u><u>6,685,630</u></u>	<u><u>6,729,119</u></u>	<u><u>(6,456,924)</u></u>	<u><u>-</u></u>	<u><u>70,000</u></u>	<u><u>7,027,825</u></u>

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

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

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

Restricted general funds are resources for education purposes.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2024.

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

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>Unrestricted funds</b>					
General Funds	19,417	4,419	-	-	23,836
<b>Restricted general funds</b>					
General annual grant (GAG)	733,522	1,770,000	(2,043,725)	-	459,797
16-19 core funding	-	314,076	(314,076)	-	-
Pupil premium	-	63,942	(63,942)	-	-
Rates relief	-	23,437	(23,437)	-	-
Other DfE/ESFA grants	-	152,130	(152,130)	-	-
General funds	-	332,645	(332,645)	-	-
Local authority grants	-	3,682,232	(3,682,232)	-	-
Pension reserve	(1,199,000)	-	(69,000)	712,000	(556,000)
	(465,478)	6,338,462	(6,681,187)	712,000	(96,203)
<b>Restricted fixed asset funds</b>					
Fixed asset fund	6,863,146	36,745	(141,894)	-	6,757,997
<b>Total Restricted funds</b>	6,397,668	6,375,207	(6,823,081)	712,000	6,661,794
<b>Total funds</b>	6,417,085	6,379,626	(6,823,081)	712,000	6,685,630

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

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

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	6,657,281	<b>6,657,281</b>
Current assets	29,530	926,281	20,139	<b>975,950</b>
Creditors due within one year	-	(236,406)	-	<b>(236,406)</b>
Provisions for liabilities and charges	-	(369,000)	-	<b>(369,000)</b>
<b>Total</b>	<u>29,530</u>	<u>320,875</u>	<u>6,677,420</u>	<u><b>7,027,825</b></u>

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

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	6,750,717	6,750,717
Current assets	23,836	717,026	7,280	748,142
Creditors due within one year	-	(257,229)	-	(257,229)
Provisions for liabilities and charges	-	(556,000)	-	(556,000)
<b>Total</b>	<u>23,836</u>	<u>(96,203)</u>	<u>6,757,997</u>	<u>6,685,630</u>



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**19. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	2024 £	2023 £
Net income/(expenditure) for the period (as per Statement of financial activities)	<b>272,195</b>	(443,455)
<b>Adjustments for:</b>		
Depreciation	<b>138,679</b>	141,894
Capital grants from DfE and other capital income	<b>(58,102)</b>	(36,475)
Interest receivable	<b>(4,337)</b>	(102)
Defined benefit pension scheme cost less contributions payable	<b>(137,000)</b>	26,000
Defined benefit pension scheme finance cost	<b>20,000</b>	43,000
(Increase)/decrease in debtors	<b>(83,154)</b>	44,710
Decrease in creditors	<b>(20,823)</b>	(217,377)
<b>Net cash provided by/(used in) operating activities</b>	<b>127,458</b>	(441,805)

**20. Cash flows from investing activities**

	2024 £	2023 £
Dividends, interest and rents from investments	<b>4,337</b>	102
Short term investments	<b>(403,074)</b>	-
Purchase of tangible fixed assets	<b>(45,243)</b>	(30,425)
Capital grants from DfE Group	<b>58,102</b>	36,475
<b>Net cash (used in)/provided by investing activities</b>	<b>(385,878)</b>	6,152

**21. Analysis of cash and cash equivalents**

	2024 £	2023 £
Cash in hand and at bank	<b>441,748</b>	700,168
<b>Total cash and cash equivalents</b>	<b>441,748</b>	700,168

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**22. Analysis of changes in net debt**

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	700,168	(258,420)	441,748
	700,168	(258,420)	441,748
	700,168	(258,420)	441,748

**23. 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 Royal County of Berkshire Pension Fund. Both are multi-employer defined benefit schemes.

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

**Valuation of the Teachers' Pension Scheme**

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

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

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**23. Pension commitments (continued)**

The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222.200 million, giving a notional past service deficit of £39,800 million

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028

The employer's pension costs paid to TPS in the year amounted to £469,510 (2023 - £442,348).

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

**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 2024 was £455,000 (2023 - £449,000), of which employer's contributions totalled £361,000 (2023 - £351,000) and employees' contributions totalled £94,000 (2023 - £98,000). The agreed contribution rates for future years are between 20.6 - 21.6 per cent for employers and between 5.5 - 12.5 per cent for employees.

As described in note 1.10 the LGPS obligation relates to the employees of the Academy Trust, 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 Trust at the balance sheet date.

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

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**23. Pension commitments (continued)**

**Principal actuarial assumptions**

Royal County of Berkshire Pension Fund

	<b>2024</b>	2023
	%	%
Rate of increase in salaries	<b>3.80</b>	3.90
Rate of increase for pensions in payment/inflation	<b>2.80</b>	2.90
Discount rate for scheme liabilities	<b>5.15</b>	5.25
Inflation assumption (CPI)	<b>2.80</b>	2.90

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

	<b>2024</b>	2023
	Years	Years
Retiring today		
Males	<b>20.7</b>	20.7
Females	<b>23.6</b>	23.6
Retiring in 20 years		
Males	<b>22.0</b>	22.0
Females	<b>25.0</b>	25.0

**Sensitivity analysis**

Royal County of Berkshire Pension Fund

	<b>2024</b>	As restated 2023
	£000	£000
Discount rate +0.1%	<b>(104)</b>	(92)
Discount rate -0.1%	<b>7</b>	96
Mortality assumption - 1 year increase	<b>6</b>	95
Mortality assumption - 1 year decrease	<b>(104)</b>	(92)
CPI rate +0.1%	<b>103</b>	91
CPI rate -0.1%	<b>(100)</b>	(88)

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**23. Pension commitments (continued)**

**Share of scheme assets**

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

	At 31 August 2024 £	At 31 August 2023 £
Equities	2,498,000	2,050,000
Corporate bonds	514,000	392,000
Property	295,000	302,000
Cash and other liquid assets	80,000	30,000
Derivatives	251,000	241,000
<b>Total market value of assets</b>	<b>3,638,000</b>	<b>3,015,000</b>

The actual return on scheme assets was £216,000 (2023 - £(10,000)).

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

	2024 £	2023 £
Current service cost	(221,000)	(353,000)
Past service cost	-	(22,000)
Interest income	169,000	123,000
Interest cost	189,000	(166,000)
Administrative expenses	(3,000)	(2,000)
<b>Total amount recognised in the Statement of financial activities</b>	<b>134,000</b>	<b>(420,000)</b>

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

	2024 £	2023 £
<b>At 1 September</b>	<b>3,571,000</b>	<b>3,926,000</b>
Current service cost	221,000	353,000
Interest cost	189,000	166,000
Employee contributions	94,000	98,000
Actuarial gains	(23,000)	(959,000)
Benefits paid	(45,000)	(35,000)
Past service costs	-	22,000
<b>At 31 August</b>	<b>4,007,000</b>	<b>3,571,000</b>

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**23. Pension commitments (continued)**

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

	2024 £	2023 £
<b>At 1 September</b>	<b>3,015,000</b>	2,727,000
Interest income	<b>169,000</b>	123,000
Actuarial gains/(losses)	<b>47,000</b>	(247,000)
Employer contributions	<b>361,000</b>	351,000
Employee contributions	<b>94,000</b>	98,000
Benefits paid	<b>(45,000)</b>	(35,000)
Administration expenses	<b>(3,000)</b>	(2,000)
<b>At 31 August</b>	<b>3,638,000</b>	3,015,000

**24. Operating lease commitments**

At 31 August 2024 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	<b>49,939</b>	38,869
Later than 1 year and not later than 5 years	<b>14,376</b>	77,511
	<b>64,315</b>	116,380

**25. Members' liability**

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

**NOTES TO THE FINANCIAL STATEMENTS**  
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**26. Related party transactions**

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

No other related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 11 and a membership fee received for SASH Education Trust (a related party) amounting to £8,000.

**27. Agency arrangements**

The academy trust distributes 16 -19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2024, the trust received £3,054(2023: £2,938) and disbursed £3,054 (2023 £2,461) from the fund.