

Fareham Academy
(A Company Limited by Guarantee)
Annual Report and Financial Statements
Year ended 31 August 2023

Company Registration Number:
08549807 (England and Wales)

Fareham Academy

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Fareham Academy

Reference and Administrative Details

Members:

Mrs L Docherty
Miss I Holt
Mrs K Ranford (resigned 15 December 2022)
Mr M Wills
Mr M Goodall (appointed 16 December 2022)

Trustees:

Mrs J Tucker	Member Appointed
Mr A Grant (resigned 20 January 2023)	Member Appointed
Mr R Murrell (resigned 11 September 2023)	Elected parent/Trustee App
Mrs C Collins	Trustee Appointed
Mrs R Clifton	Trustee Appointed
Mr D O'Driscoll	Member Appointed
Mr C Pranker	Headteacher
Mr S Jauncey	Elected parent
Mrs H Churchill (appointed 9 January 2023)	Elected parent
Mr A Laming	Member Appointed

Company Secretary
Michelmores Solicitors

Senior Management Team:

Mr C Pranker	Headteacher
Mr D Butterworth	Deputy Headteacher
Mr R Patel	Deputy Headteacher to 31 August 2023
Mrs N Bungay	Senior Assistant Headteacher
Mr K Geddes	Assistant Headteacher
Mr C Collins	Assistant Headteacher

Company Name
Fareham Academy

Principal and Registered Office
St Anne's Grove
Fareham
Hampshire
PO14 1JJ

Company Registration Number
08549807 (England and Wales)

Fareham Academy

Reference and Administrative Details

Independent Auditor
Hopper Williams & Bell Limited
Statutory Auditor
Highland House
Mayflower Close
Chandlers Ford
Eastleigh
Hampshire
SO53 4AR

Bankers
Lloyds Bank Plc
43 West Street
Fareham
PO16 0BE

Solicitors
Michelmores Solicitors
Woodwater House
Pynes Hill
Exeter
EX2 5WR

Fareham Academy

Trustees' Report

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

The Academy Trust operates an academy for pupils aged 11-16 serving a catchment in Fareham, Hampshire. It has a pupil capacity of 900 and had a roll of 855 in the school census on Spring 2023.

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 Fareham Academy are also the directors of the charitable company for the purposes of company law. The charitable company operates as Fareham Academy.

Details of the Trustees who served during the year and to the date these accounts are approved are included in the Reference and Administrative Details on 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

The Academy Trusts has liability insurance which includes Trustee's to the value of £25,000,000.

Method of Recruitment and Appointment or Election of Trustees

The process for appointing or electing Trustees at Fareham Academy is outlined below:

Member Appointed Trustee: There are 6 Member Appointed Trustees who are appointed by the Academy Trust.

Trustee Appointed: There are 4 Trustee Appointed Trustees who are appointed by the Trust Board.

Parent Trustees: There are 2 Parent Trustees who are elected by parents. If the number of parents standing for election is less than the number of vacancies, then they can be appointed by the Trust Board as long as they are a parent of a child of compulsory school age.

All Trustees are appointed for a 4-year term with the exception of the Headteacher who is entitled to be a Trustee for as long as he or she is Headteacher.

When a vacancy occurs the Trust Board will ensure that all appropriate parties are made aware of the opportunities, the skills that the Trust Board is seeking and the process to be followed. Information is given to new and prospective Trustees via emails, website and social media.

Fareham Academy

Trustees' Report

Policies and Procedures Adopted for the Induction and Training of Trustees

The Academy Trust has a trustee induction policy for new trustees and trustee induction training is provided by Hampshire Governor Services. The Academy Trust buys into a governor training services level agreement with Hampshire to ensure that all Trustees have access to the appropriate training.

Organisational Structure

At Fareham Academy the majority of the roles and responsibilities of the Trust Board have been delegated to a small number of committees. The Full Governing Body has retained responsibility for certain aspects. The sub-committees report to the Full Governing Body meeting, held half termly.

Members of the Senior Leadership Team (SLT), in addition to the Headteacher, attend Trustees' meetings as appropriate.

The Trustees are responsible for the strategic management of the Academy, deciding and setting key aspects of the academy, including strategic direction, annual budgets, senior staff appointments, policy changes etc. Operational management is the responsibility of the Headteacher and staff.

Academy policies are developed by senior staff, to reflect both the strategic direction agreed by the Trust Board and also statutory requirements. These policies are approved and adopted by the Trust Board and implemented as procedures and system by the SLT and other designated members of staff.

The Resources Committee has responsibility and delegated authority for the oversight and monitoring of the management of the budget share. The committee considers and presents for the Trust Board approval of the annual school budget and the 3-year plan. The committee fulfils the role of the Audit Committee and has responsibility to assist the Trust Board in the internal control structure, procedures for financial reporting, monitoring the financial statements and risk management processes. In addition, covers the planning, implementation, monitoring and evaluation of the staffing structure in the context of the academy's strategic and improvement plans. It also oversees the community use of the academy, health & safety, security and maintenance and development of the Academy buildings and grounds.

The Pay Committee has full delegated powers to make all decisions about individuals pay on behalf of the Trust Board.

The Achievement, Standards and Welfare Committee oversees and monitors the curriculum provision and monitors and oversees the development of further strategies to address differences in achievement. In addition, the Committee oversees special education needs, extra-curricular activities, behaviour and attendance.

The Trust Board meets on a half termly basis and receives minutes from each of the sub-committees.

Fareham Academy

Trustees' Report

Arrangements for setting pay and remuneration of key management personnel

The Trustees of Fareham Academy act with integrity, confidentiality, objectivity and honesty in the best interests of the academy; are open about decisions made and actions taken; and are prepared to explain decisions and actions to interested persons. The procedure for determining pay is consistent with the principles of public life, objectivity, openness and accountability.

Pay and remuneration of key management personnel is determined by a variety of contributory factors, such as, the school group size, ISR, the pay scales for each role e.g. Headteacher, Deputy Headteacher, Assistant Headteacher, and the level of experience of the staff member. In addition to this, levels of pay may be affected by any nationally agreed pay awards, the ability to recruit key management personnel and retain them in post, which all coincides with the school's appointment and pay policies. All amendments to key management personnel's pay and remuneration is discussed and agreed by the Trust Board.

The pay for key school staff is determined on appointment in accordance with the scale of grades, currently where applicable in line with the Local Authority, which the Trustees consider appropriate for the post. The Trustees may from time to time review the scale of grades for support staff if there is a significant change to the role they were initially appointed to.

Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	N/A
Total pay bill	N/A
Percentage of the total pay bill spent on facility time	N/A

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	N/A
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Fareham Academy

Trustees' Report

Related Parties and other Connected Charities and Organisations

Fareham Academy is a single academy and historically has had limited formal support from external partnerships and networks. The Academy works with local and national schools through established networks although these relationships are largely informal. We have Service Level Agreements in place with Michelmores Solicitors for Human resources and Legal Support, Access covering payroll, governor's services, pension and Newly Qualified Teachers support. This has minimised the potential risk to the Academy, particularly if key staff were to be absent for an extended period.

Objectives and Activities

Objects and Aims

Our main whole school objectives from the period 1 September 2022 to 31 August 2023 are; to grow a culture where education is valued by all and used by everyone as the key to unlock future opportunity. We aim for staff to cultivate a desire for learning and self-improvement, in an environment where students feel safe and supported to reach their personal potential. Therefore, our students leave the Academy as well, mannered, confident and culturally rich individuals.

Effectiveness of Leadership & Management

To continue to develop the staff of the Academy through high quality and diverse programme of Staff Centred Continuing Professional Development that aims to:

- Develop a research driven approach to personalised learning
- Develop precise data led improvement processes
- Support all staff to achieve their professional goals and realise their potential
- Build a culture of staff well-being centred improvement

Behaviour & Attitudes

To develop a sector-leading programme of student personal development. This is integrated through the curriculum and pastoral systems which promote:

- Equality, dignity and respect
- Pride and aspiration
- Resilience, mental health and wellbeing

Overall Effectiveness: Teaching & Learning

To continue to embed a culture of high aspiration and challenges for all learners through the implementation of:

- Data informed planning
- Growth mindset and metacognition
- Thirst for reading

Fareham Academy

Trustees' Report

Objects and Aims(continued)

Overall Effectiveness: Outcomes

To further improve the progress made by all students in comparison with their cohort nationally with a particular focus on the following key English Baccalaureate subjects in 2022/23:

- The Humanities
- Modern Foreign Languages
- Computer Science

To continue to improve progress standards for niche groups of students, with a particular focus on:

- Disadvantaged
- SEND – Those with EHC plans and those identified as SEN support
- High prior attainers

Public Benefit

The Academy Trust's chief charitable purpose is to advance for the public benefit, education in the United Kingdom. The achievements and performance outlined below, along with the statement of financial activities, are evidence that the Trustees recognise and have complied with their duty to ensure that funds are spent for the public benefit.

The Academy provides secondary education to 856 young people aged 11 through 16, with students studying towards achieving GCSEs. The Academy ensures that it provides a rich and balanced education to young people by meeting the requirements of the national curriculum. It also provides a range of events, activities, school trips as well as social and moral education to extend the learning and opportunities for young people.

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

Strategic Report

Achievements and Performance

Measure	2022-2023	2021-22	2020-21	2019-20
Progress 8 Score	-0.30	0.15	-0.14	0.03
Attainment 8 Score	44.44	49.15	46.34	48.59
Basics (9-4) in Eng & Maths	58.6	63.1	59.9	59.2
Achieved EBacc	12.4	16.1	19.7	20.7
Entered EBacc	19.3	19.0	22.9	24.8

Fareham Academy

Trustees' Report

Key Performance Indicators

Disadvantaged Student Gap (DS Gap)

Measure	Non – DS	DS
Progress 8 Score	-0.21	-0.49
Attainment 8 Score	47.29	38.68
Basics (9-4) in Eng & Maths	67	41.7
Achieved Ebacc	14.4	8.3
Entered EBacc	19.6	18.8

Measure	Girls	Boys
Progress 8 Score	-0.27	-0.33
Attainment 8 Score	45.25	43.35
Basics (9-4) in Eng & Maths	60.2	56.5
Achieved Ebacc	12.0	12.9
Entered EBacc	18.1	21.0

Comparative Attendance Analysis

Year	2022-2023	2021-2022	2020-2021	2019-2020	2018-19
Year 7	91.54%	92.14%	94.70%	95.10%	95.70%
Year 8	90.22%	89.86%	93.64%	94.11%	94.44%
Year 9	88.75%	89.59%	93.31%	92.63%	95.55%
Year 10	88.90%	90.34%	91.24%	83.27%	95.76%
Year 11	84.14%	85.37%	81.01%	95.41%	95.45%
Total	89.87%	90.48%	91.17%	91.77%	95.34%

Going Concern

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

Fareham Academy

Trustees' Report

Financial Review

Most of the Academy's income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ending 31 August 2023 and the associated expenditure are shown as restricted funds in the statement of financial activities.

Devolved Formula Capital grants of £53,559 were received.

In accordance with the Charities SORP (FRS102), the grants received are shown in the Statement of Financial Activities (SOFA) as restricted fixed asset funds.

Non-teaching staff are entitled to membership of the Local Government Pension Scheme. The Academy's share of the Scheme's assets is currently assessed to be less than its liabilities in the Scheme, and consequently the balance sheet shows a net liability of £13,000.

Reserves Policy

The reserves policy maintains an appropriate level of financial reserves which is considered essential in protecting the Academy from financial risk generated by, for example: income reduction due to Government funding changes, unexpected falls in students' numbers, cash flow due to delays in receipt of funding and emergencies. It is considered prudent to maintain a level of useable reserves sufficient to cover unexpected and unplanned events so that the Academy's primary objective is preserved. At the same time, the Academy wishes to ensure that it uses its funding to benefit the students in its care which implies an imperative to consider actively the use of reserves to enhance educational provision.

The Trustees monitor levels of reserves in financial reports provided by the Finance Manager and in the annual financial statements prepared by the Auditors. Trustees will look to ensure that a prudent level of reserves is maintained, bearing in mind the recurrent spending needs to ensure high quality provision. In deciding the level of reserves Trustees will consider the following:

- One-month salary bill.
- The Academies annual budget.
- The need for any large project spends such as facilities development or building condition needs
- Any uncertainty, turbulence or expected reduction in funding arrangements, including the level of transitional protection within the school funding and its expiry date.
- Anticipated funding over the next three years.

Fareham Academy

Trustees' Report

Reserves Policy (continued)

The Academy's 'free reserves' are its funds after excluding restricted funds. Free Reserves are 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. The reserves as at 31 August 2023 were as follows:

- Unrestricted (free) reserves of £591,736 (2022: £538,530)
- A restricted fixed asset fund of £3,266,697 (2022: £3,259,842), which can only be realised through disposal of tangible fixed assets
- A pension deficit of £13,000 (2022: £278,000)
- Other restricted funds of £656,728 (2022: £394,894)
- Total funds of £4,502,161 (2022: £3,915,266)

Investment Policy

We only invest funds in low risk and easily accessible accounts. Funds will be placed in bank accounts with a withdrawal notice of no more than 12 weeks. Risk is managed through diversification of investments, ensuring that the security of funds takes precedence over revenue maximization. Funds will only be placed with banking institutions that are regulated by the Financial Conduct Authority and with good credit ratings.

Principal Risks and Uncertainties

Financial

As an Academy funded directly by the DfE, funding streams are considered to be reasonably safe and secure. The risk mainly arises from changes in Government policy and funding levels. The Trustees have a risk management strategy which is managed and reviewed on a regular basis.

Reputational

The Academy's success is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees, ensure that student success and achievement are closely monitored and reviewed.

Safeguarding & Child Protection

The Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety and discipline.

Staffing

The success of the Academy is reliant on the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Fareham Academy

Trustees' Report

Principal Risks and Uncertainties (continued)

Fraud and mismanagement of funds

The Academy Trust undertakes internal checks on financial systems and records as required by the Academies Financial Handbook.

The Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained, reviewed and updated on a regular basis.

Health and Safety

The Trustees discharge their responsibility for ensuring the school estate is safe, well maintained and complies with relevant regulations through reports to the resources committee, internal audit and Trustee scrutiny of the Academy's Health and Safety Action Plan.

Fundraising

As part of its work within the community, the Academy Trust undertakes fundraising activities, for example through fetes, cake sales, non-uniform days etc. The Academy Trust raises funds in order to support its own operations and also to make donations to local and national charities. The Academy Trust undertakes all such activities itself, with the help of its students and their families. We confirm that when fundraising:

- No unsolicited approaches are made to members of the public.
- No commercial participators are used.
- No regularity schemes or standards are applicable.
- No complaints were made to the Academy Trust during the year.

Plans for Future Periods

Trustees and the Senior Leadership Team of the Academy meet annually to review the key objectives and the annual School Development Plan.

Funds Held as Custodian Trustee on Behalf of Others

During the period 1 September 2022 to 31 August 2023 Fareham Academy did not hold any funds as a custodian Trustee on behalf of any charitable organisation.

Fareham Academy

Trustees' Report

Auditor

Insofar as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 14 December 2023 and signed on the Board's behalf by:



R Clifton
Chair of Trustees

Fareham Academy

Governance Statement

Scope of Responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Fareham Academy 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 six times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee Meeting Attendance report 22/23										
Trustee name	FGB	%	A,S&W	%	Resources	%	Pay	%	Total	%
Rachel Clifton	6/6	100%	3/3	100%	1 ad hoc				9/9	100%
Declan O'Driscoll	5/6	83%			5/5	100%	3/3	100%	13/14	93%
Chris Prankerd	6/6	100%	3/3	100%	5/5	100%	2/2	100%	16/16	100%
Clare Collins	4/6	67%	2/3	67%					6/9	67%
Richard Murrell	1/6	17%	2/3	67%	2/5	40%	2/3	67%	7/17	41%
Janet Tucker	6/6	100%	3/3	100%	5/5	100%			14/14	100%
Stuart Jauncey	4/6	67%			4/5	80%	3/3	100%	11/14	78%
Adrian Laming	6/6	100%	3/3	100%	4/5	80%	2/3	67%	15/17	88%
Helen Churchill (Appointed 09/01/23)	4/4	100%	2/2	100%					6/6	100%
Andy Grant (resigned 20/01/23)	2/2	100%	1/1	100%					3/3	100%

Key changes in the composition of the Board of Trustees notifying that a new Parent Trustee was elected 9 January 2023 (Helen Churchill). Resignation of Trustee (Richard Murrell) on 11 September 2023.

Fareham Academy

Governance Statement

Governance (continued)

Responsibilities of the Trust Board includes, but is not limited to, the following:

- To review the Academy's performance through the ASP and associated data profiles;
- To set targets and monitor and review throughout the academic year progress by the academy;
- Pay particular attention to ensure specific groups, such as Pupil Premium, Looked After Children and SEND, are making at least the same progress as all other students;
- To monitor and review the School Development Plan;
- To review and retain oversight of risk and review the risk register at least annually;
- To receive and review reports from the Finance Manager, to monitor the finances of the Academy and annually approve the Academy's budget;
- To ensure the safety and welfare of all students and staff;
- To review and receive reports from the Senior Assistant Headteacher related to the upkeep of the Academy site to ensure the compliance with the Trust's Health & Safety Policy;
- To ensure compliance with all Safeguarding and SEN requirements; and
- Monitor the curriculum and the effectiveness of related strategies to deliver the best possible outcomes for all students.

Powers Retained by the Trust Board

- Ensuring compliance with the Trust's duties under Company Law and Charity Law and agreements made with the DfE, including the Funding Agreement;
- The determination of the educational character and mission of the Academy;
- Ensuring the solvency of the academy, safeguarding its assets;
- The appointment or dismissal of the Headteacher;
- Oversight of Health & Safety;
- Setting key strategic objectives and targets and reviewing performance against these;
- The approval of Trust's policies (including admissions);
- The approval of the annual estimates of income and expenditure for the Academy at the beginning of the academic year;
- The approval of the year end accounts;
- Setting the Trust's Reserves requirements;
- Entering into all contracts on behalf of the Trust;
- Authorising expenditure or income in accordance with the Scheme of Delegation; and
- Comply with the requirements of the Education (Independent School Standards) (England) Regulations 2010 (or such other regulations as may for the time being be applicable) in relation to carrying out enhanced checks through the Disclosure and Barring Service, as required.

Conflicts of interest

Annually in September the Clerk requests all staff and the Trust Board declare their interests which is shared with the Board and Finance Manager. All new staff also complete this declaration. The Board's pecuniary interests are declared on the website. The Finance Manager is then able to review and manage potential conflicts of interest.

Fareham Academy

Governance Statement

Governance (continued)

Governance reviews

A "Trustees Annual Planning" was held on 16th September 2022, when the Board of Trustees carried out a review of their impact and effectiveness as a result of their monitoring plan during the 21/22 year. The 22/23 Action Plan was discussed and formalised with members of the Senior Leadership Team, after which the Trustees reassessed their monitoring plan to reflect the new targets. The Trust Board also completed Whole Governing Body Training on Staff Wellbeing delivered by Hampshire Governor Services. The Board conducts and reviews the skills audit completed to ensure effective future recruitment and also updates a Health Check (Via Governor Hub) to identify areas requiring improvement in monitoring and knowledge.

Resources Committee

The Resources Committee is a sub-committee of the main Board of Trustees. The Resources Committee meet twice termly and is responsible for finance, audit, staff, site, safety and community. The committee carry out their delegated responsibilities in accordance with the terms of reference which are reviewed annually. Attendance at these meetings in the year is shown in the table above.

Achievement, Standards & Welfare Committee

The Achievement, Standards & Welfare committee is a sub-committee of the main Board of Trustees. The Achievement, Standards and Welfare Committee meet termly and is responsible for the curriculum, student attainment and progress and for special education needs, behaviour and attendance. The committee carry out their delegated responsibilities in accordance with the terms of reference which are reviewed annually. Attendance at these meetings in the year is shown in the table above.

Pay Committee

The Pay Committee meet three times a year and is responsible for the monitoring the outcomes of pay decisions for the Headteacher, Teaching and Support Staff. Checking that processes operate fairly. Being aware of the impact that pay decisions have on the school's budget. Making sure pay appeals are managed in line with the school pay and appraisal policies. Attendance at these meetings in the year is shown in the table above.

Fareham Academy

Governance Statement

Review of Value for Money

As Accounting Officer, the Headteacher has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes as well as estates safety and management, achieved in return for the taxpayer resources received.

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

- Securing necessary quotes
- Benchmarking
- Ensuring procurement and tendering policy is adhered to
- Managing procurement risk ensuring that timescales are effectively met to ensure best quotes and value for money
- Using internal and external scrutiny resources to ensure the trust's estate is safe, well-maintained, and complies with regulations.

The Purpose of the System of Internal Control

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

Capacity to Handle Risk

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

Fareham Academy

Governance Statement

The Risk and Control Framework

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees.
- Regular reviews by the Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes.
- Setting targets to measure financial and other performance.
- Clearly defined purchasing (asset purchase or capital investment) guidelines.
- Identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided to buy-in an internal audit service from TIAA.

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

- testing of payroll systems
- testing of purchase systems
- testing of control account/bank reconciliations
- testing of compliance with the Academy Trust Handbook
- Cyber Security
- HR Management and Staff Welfare

In the Spring and Summer Term, the auditor reports to the Board of Trustees, through the Resources Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

Fareham Academy can confirm the internal auditors have delivered their schedule of work as planned, and no material control issues arose as a result of the internal auditor's work.

A summary of internal scrutiny work and recommendations are submitted alongside this trustee report.

Fareham Academy

Governance Statement

Review of Effectiveness

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

- the work of the internal auditor
- the work of the external auditor
- the school resource management self-assessment tool
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Resources 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 14 December 2023 and signed on its behalf by:



R Clifton
Chair of Trustees



C Pranker
Accounting Officer

Fareham Academy

Statement of Regularity, Propriety and Compliance

As Accounting Officer of Fareham Academy I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

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

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

c prankerd

C Prankerd
Accounting Officer
14 December 2023

Fareham Academy

Statement of Trustees' Responsibilities

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 & 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 in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

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

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

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

Approved by order of the members of the Board of Trustees on 14 December 2023 and signed on its behalf by:



R Clifton
Chair of Trustees

Fareham Academy

Independent Auditor's Report on the Financial Statements to the Members of Fareham Academy

Opinion

We have audited the financial statements of Fareham Academy ('the charitable company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities (including the Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019, and the Academies Accounts Direction 2022 to 2023 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the 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 charitable company'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.

Fareham Academy

Independent Auditor's Report on the Financial Statements to the Members of Fareham Academy

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. It includes the Reference and Administrative Details, the Trustees' Report (including the Strategic Report), and the Governance Statement. 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Fareham Academy

Independent Auditor's Report on the Financial Statements to the Members of Fareham Academy

Responsibilities of the Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company 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 charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Academy Trust, and the sector in which it operates. These include but are not limited to compliance with the Companies Act 2006, 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, the Academy Trust Handbook 2022, and the Academies Accounts Direction 2022 to 2023.
- We obtained an understanding of how the Academy Trust is complying with these frameworks through discussions with management.

Fareham Academy

Independent Auditor's Report on the Financial Statements to the Members of Fareham Academy

- We enquired with management whether there were any instances of non-compliance with laws and regulations or whether they had knowledge of actual or suspected fraud. These enquiries are corroborated through follow-up audit procedures including but not limited to a review of legal and professional costs, correspondence and a review of board minutes.
- We assessed the susceptibility of the Academy Trust's financial statements to material misstatement, including the risk of fraud and management override of controls. We designed our audit procedures to respond to this assessment, including the identification and testing of any related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature.
- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the sector in which the Academy Trust operates in, and their practical experience through training and participation with audit engagements of a similar nature.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Independent Auditor's Report.

Use of our report

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

James Flood

J Flood ACA (Senior statutory auditor)

For and on behalf of Hopper Williams & Bell Limited

Statutory Auditor

Highland House, Mayflower Close, Chandlers Ford, Eastleigh SO53 4AR

Date 15 Dec 2023

Fareham Academy

Independent Reporting Accountant's Assurance Report on Regularity to Fareham Academy and the Education & Skills Funding Agency

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

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

Respective responsibilities of Fareham Academy's Accounting Officer and the reporting accountant
The Accounting Officer is responsible, under the requirements of Fareham Academy's funding agreement with the Secretary of State for Education dated 30 August 2013 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Fareham Academy

Independent Reporting Accountant's Assurance Report on Regularity to Fareham Academy and the Education & Skills Funding Agency

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by the 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 Trust's income and expenditure.

The work undertaken to draw to our conclusion includes:

- Consideration as to whether prior approval was sought from the Secretary of State where it is required by the Academy Trust Handbook (effective from 1 September 2022) (ATH).
- Review of any special payments to staff, including compromise agreements, to consider whether prior approval was sought where required by the ATH and that any payments are in line with the severance guidance published by ESFA.
- Consideration as to whether any borrowings have been made in accordance with the ATH.
- Review of any 'minded to' letters or Notices to Improve which have been issued to the Academy Trust.
- Review of any transactions with related parties to ensure that they have been carried out in accordance with the ATH.
- Review of governance arrangements to determine whether the requirements of the ATH have been met.
- Review of the Academy Trust's internal controls, including whether the general control environment has regard to the regularity of underlying transactions, including fraud management.
- Review of the Academy Trust's procurement policies to determine effectiveness and testing a sample of purchases to confirm that the policies have been correctly implemented.
- Identifying any conditions associated with specialist grant income and determining whether it has been spent as the purposes intended.

Fareham Academy

Independent Reporting Accountant’s Assurance Report on Regularity to Fareham Academy and the Education & Skills Funding Agency

Conclusion

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

James Flood

J Flood ACA
Reporting Accountant
Hopper Williams & Bell Limited
Chartered Accountants
Highland House, Mayflower Close, Chandlers Ford, Eastleigh SO53 4AR

Date 15 Dec 2023

Fareham Academy

Statement of Financial Activities for the year ended 31 August 2023 (including Income and Expenditure Account)

	Note	Un- restricted funds £	Restricted General Funds £	Restricted Pension Funds £	Restricted Fixed Asset Funds £	2022/23 Total £	2021/22 Total £
Income and endowments from:							
Donations and capital grants	2	1,240	-	-	53,559	54,799	28,454
Other trading activities	4	45,977	-	-	-	45,977	44,333
Investments	5	5,989	-	-	-	5,989	97
Charitable activities:							
Funding for the academy trust's educational operations	3	-	6,250,124	-	-	6,250,124	5,613,848
Total		53,206	6,250,124	-	53,559	6,356,889	5,686,732
Expenditure on:							
Charitable activities:							
Academy trust educational operations	7	-	5,954,810	69,000	80,184	6,103,994	5,905,182
Net income / (expenditure)		53,206	295,314	(69,000)	(26,625)	252,895	(218,450)
Transfers between funds	15	-	(33,480)	-	33,480	-	-
Other recognised gains / (losses):							
Actuarial gains on defined benefit pension schemes	23	-	-	334,000	-	334,000	1,843,000
Net movement in funds		53,206	261,834	265,000	6,855	586,895	1,624,550
Reconciliation of funds							
Total funds brought forward		538,530	394,894	(278,000)	3,259,842	3,915,266	2,290,716
Total funds carried forward		591,736	656,728	(13,000)	3,266,697	4,502,161	3,915,266

The notes on pages 31 to 54 form part of these financial statements.

Fareham Academy

Balance Sheet as at 31 August 2023

Company Number 08549807

	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	11		3,266,697		3,259,842
Current assets					
Stock	12	18,507		22,559	
Debtors	13	317,799		214,020	
Cash at bank and in hand		<u>1,196,091</u>		<u>1,003,629</u>	
		1,532,397		1,240,208	
Liabilities					
Creditors: Amounts falling due within one year	14	<u>(283,933)</u>		<u>(306,784)</u>	
Net current assets			<u>1,248,464</u>		<u>933,424</u>
Total assets less current liabilities			4,515,161		4,193,266
Defined benefit pension scheme liability	23		(13,000)		(278,000)
Total net assets			<u>4,502,161</u>		<u>3,915,266</u>
Funds of the academy trust:					
Restricted funds					
Fixed asset fund	15	3,266,697		3,259,842	
Restricted income fund	15	656,728		394,894	
Pension reserve	15	<u>(13,000)</u>		<u>(278,000)</u>	
Total restricted funds			3,910,425		3,376,736
Unrestricted income funds	15		591,736		538,530
Total funds			<u>4,502,161</u>		<u>3,915,266</u>

The financial statements on pages 28 to 54 were approved by the Trustees and authorised for issue on 14 December 2023 and are signed on their behalf by:



R Clifton
Chair of Trustees

The notes on pages 31 to 54 form part of these financial statements.

Fareham Academy

Statement of Cash Flows for the year ended 31 August 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash provided by (used in) operating activities	18	208,803	559,662
Cash flows from investing activities	19	(16,341)	(1,563)
Change in cash and cash equivalents in the reporting period		<u>192,462</u>	<u>558,099</u>
Cash and cash equivalents at 1 September 2022		1,003,629	445,530
Cash and cash equivalents at 31 August 2023	20	<u>1,196,091</u>	<u>1,003,629</u>

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

1 Accounting policies

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

Basis of Preparation

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006. The financial statements are prepared in sterling which is the functional currency of the Academy Trust and are rounded to the nearest £1.

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 company 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 Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

Income

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

- 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.

- 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 period is deducted from income and recognised as a liability.

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

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

Income (continued)

- Other Income

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

- Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

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 Trust's educational operations, including support costs and costs relating to the governance of the Academy Trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

Tangible Fixed Assets

Assets costing £3,000 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.

Depreciation is provided on all tangible fixed assets other than 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:

Leasehold Land and Buildings	50 years straight line on buildings; not provided on land
Leasehold Improvements	5-50 years straight line
Furniture and Equipment	5 years straight line
Computer Equipment	3 years straight line

No depreciation has been provided on long leasehold land as it is similar to freehold land, which does not require depreciation.

Where the Academy Trust can identify the value of major components of freehold or leasehold buildings based upon additions following conversion to academy status, the Academy Trust reviews whether one or more such components have significantly different patterns of consumption of economic benefits. In such cases, the Academy Trust allocates the cost of the asset to its major components and depreciates each component separately over its useful life.

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.

Liabilities

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

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

Provisions

Provisions are recognised when the Academy Trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

Leased Assets

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

Financial Instruments

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

Financial assets

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

Cash at bank

Cash at bank is classified as a basic financial instrument and is measured at face value. An investment is treated as a cash equivalent when it has a short maturity of three months or less from the date of acquisition.

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

Stock

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.

Taxation

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

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

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

Pensions Benefits

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

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

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

Fund Accounting

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

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

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

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The assumptions used are disclosed in note 23.

Critical areas of judgement

There are no other critical areas of judgement.

2 Donations and capital grants

	Unrestricted funds £	Restricted funds £	2022/23 Total £	2021/22 Total £
Capital grants	-	53,559	53,559	18,141
Other donations	1,240	-	1,240	10,313
	<u>1,240</u>	<u>53,559</u>	<u>54,799</u>	<u>28,454</u>
Total 2022	<u>313</u>	<u>28,141</u>	<u>28,454</u>	

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

3 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	2022/23 Total £	2021/22 Total £
DfE / ESFA grants				
General Annual Grant (GAG)	-	5,029,306	5,029,306	4,722,040
Pupil Premium	-	274,095	274,095	258,515
Rates reclaim	-	103,704	103,704	92,570
Other DfE grants	-	355,153	355,153	144,741
	-	5,762,258	5,762,258	5,217,866
Other government grants				
Local authority grants	-	326,179	326,179	280,608
COVID-19 additional funding (DfE/ESFA)				
Other DfE/ESFA Coronavirus funding	-	-	-	18,845
Other income from the Academy Trust's educational operations				
Trip income	-	105,540	105,540	38,452
Other income	-	56,147	56,147	58,077
	-	161,687	161,687	96,529
	-	6,250,124	6,250,124	5,613,848
Total 2022	-	5,613,848	5,613,848	

4 Other trading activities

	Unrestricted funds £	Restricted funds £	2022/23 Total £	2021/22 Total £
Hire of facilities	45,977	-	45,977	44,333
Total 2022	44,333	-	44,333	

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

5 Investment income

	Unrestricted funds £	Restricted funds £	2022/23 Total £	2021/22 Total £
Short term deposits	5,989	-	5,989	97
Total 2022	97	-	97	

6 Expenditure

	Staff costs £	Non Pay Expenditure		Total 2022/23 £	Total 2021/22 £
		Premises £	Other £		
Academy's educational operations:					
Direct costs	3,582,025	-	648,614	4,230,639	4,154,161
Allocated support costs	913,074	434,163	526,118	1,873,355	1,751,021
	4,495,099	434,163	1,174,732	6,103,994	5,905,182
Total 2022	4,502,107	352,308	1,050,767	5,905,182	

Net income/(expenditure) for the period includes:

	2022/23 £	2021/22 £
Operating lease rentals	81,889	59,698
Depreciation	69,034	59,477
Fees payable to auditor for:		
Audit	8,250	7,690
Other services	7,490	7,040

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

7 Charitable activities

	2022/23	2021/22
	Total	Total
	£	£
Direct costs – educational operations	4,230,639	4,154,161
Support costs – educational operations	1,873,355	1,751,021
	<u>6,103,994</u>	<u>5,905,182</u>

Analysis of support costs:

	Educational operations	2022/23	2021/22
		Total	Total
	£	£	£
Support staff costs	913,074	913,074	957,423
Depreciation	69,034	69,034	59,477
Premises costs	434,163	434,163	352,308
Other support costs	437,273	437,273	363,873
Governance costs	19,811	19,811	17,940
Total support costs	<u>1,873,355</u>	<u>1,873,355</u>	<u>1,751,021</u>
Total 2022		<u>1,751,021</u>	<u>1,751,021</u>

Premises costs includes £11,150 (2022: £14,023) in respect of expenditure on capital projects, which were funded by capital grants from the ESFA.

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

8 Staff

a) Staff costs

Staff costs during the period were:

	2022/23	2021/22
	£	£
Wages and salaries	3,192,220	3,034,311
Social security costs	315,575	285,069
Pension costs	754,109	965,300
	<u>4,261,904</u>	<u>4,284,680</u>
Agency staff costs	168,293	217,427
Staff restructuring costs	64,902	-
	<u>4,495,099</u>	<u>4,502,107</u>

Staff restructuring costs comprise:

Severance payments	39,969	-
Other restructuring costs	24,933	-
	<u>64,902</u>	<u>-</u>

b) Severance payments

The Academy Trust paid one severance payment in the year, disclosed in the following bands:

	No.
£25,001 - £50,000	<u>1</u>

c) Special staff severance payments

Included in staff restructuring costs is a special staff severance payment totalling £39,969 (2022: £nil).

d) Staff numbers

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

	2022/23	2021/22
	No.	No.
Teachers	48	50
Administration and support	57	52
Management	6	7
	<u>111</u>	<u>109</u>

e) Higher paid staff

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

	2022/23	2021/22
	No.	No.
£60,001 - £70,000	2	2
£70,001 - £80,000	2	-
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

f) Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £573,846 (2022: £524,318).

9 Related Party Transactions – Trustees’ remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from employment with the Academy Trust. 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:

		2022/23	2021/22
		£000	£000
C Prankerd	Remuneration	90-95	80-85
(Staff trustee)	Employer’s pension contributions paid	20-25	15-20

During the period ended 31 August 2023, no Trustees received any reimbursement of expenses (2022: none).

10 Trustees’ and officers’ insurance

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

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

11 Tangible fixed assets

	Leasehold Land and Buildings £	Leasehold Improve- ments £	Furniture and Equipment £	Computer Equipment £	Total £
Cost					
At 1 September 2022	3,560,000	99,322	308,685	462,824	4,430,831
Acquisitions		40,469	24,663	10,757	75,889
At 31 August 2023	<u>3,560,000</u>	<u>139,791</u>	<u>333,348</u>	<u>473,581</u>	<u>4,506,720</u>
Depreciation					
At 1 September 2022	412,380	17,510	279,509	461,590	1,170,989
Charged in year	45,820	7,530	11,015	4,669	69,034
At 31 August 2023	<u>458,200</u>	<u>25,040</u>	<u>290,524</u>	<u>466,259</u>	<u>1,240,023</u>
Net book values					
At 31 August 2022	3,147,620	81,812	29,176	1,234	3,259,842
At 31 August 2023	<u>3,101,800</u>	<u>114,751</u>	<u>42,824</u>	<u>7,322</u>	<u>3,266,697</u>

12 Stock

	2022/23 £	2021/22 £
Uniform stocks	<u>18,507</u>	<u>22,559</u>

13 Debtors

	2022/23 £	2021/22 £
Trade debtors	9,235	2,130
VAT recoverable	20,771	54,535
Prepayments and accrued income	<u>287,793</u>	<u>157,355</u>
	<u>317,799</u>	<u>214,020</u>

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

14 Creditors: amounts falling due within one year

	2022/23	2021/22
	£	£
Trade creditors	36,374	34,785
Other taxation and social security	78,715	66,688
Other creditors falling due within one year	81,581	73,733
Accruals and deferred income	87,263	131,578
	<u>283,933</u>	<u>306,784</u>

	2022/23	2021/22
	£	£
Deferred income at 1 September 2022	33,899	1,225
Released from previous years	(33,899)	(1,225)
Resources deferred in the year	40,586	33,899
Deferred income at 31 August 2023	<u>40,586</u>	<u>33,899</u>

At the balance sheet date the Academy Trust was holding funds received in advance for trips booked for the forthcoming financial year.

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

15 Funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2023 £
Restricted general funds						
General Annual Grant (GAG)	394,894	5,029,306	(4,733,992)	(33,480)	-	656,728
Pupil premium	-	274,095	(274,095)	-	-	-
Rates reclaim	-	103,704	(103,704)	-	-	-
Other DfE grants	-	355,153	(355,153)	-	-	-
Local authority grants	-	326,179	(326,179)	-	-	-
Other educational activities	-	161,687	(161,687)	-	-	-
	394,894	6,250,124	(5,954,810)	(33,480)	-	656,728
Pension reserve	(278,000)	-	(69,000)	-	334,000	(13,000)
	116,894	6,250,124	(6,023,810)	(33,480)	334,000	643,728
Restricted fixed asset funds						
Fixed asset fund	3,259,842	-	(69,034)	75,889	-	3,266,697
ESFA capital grants (DFC)	-	53,559	(11,150)	(42,409)	-	-
	3,259,842	53,559	(80,184)	33,480	-	3,266,697
Total restricted funds	3,376,736	6,303,683	(6,103,994)	-	334,000	3,910,425
Total unrestricted funds	538,530	53,206	-	-	-	591,736
Total funds	3,915,266	6,356,889	(6,103,994)	-	334,000	4,502,161

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

15 Funds (continued)

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

General annual grant

This includes all funding received from the ESFA to carry out the objectives of the academy. It includes the school budget share; minimum funding guarantee; education services grant; insurance; rates; and pre-16 high needs funding streams.

Other DfE/ESFA grants

This is funding received from the ESFA for specific purposes.

Local authority grants

This is funding received from the local authority for specific purposes, for example Special Educational Needs funding.

Other educational activities

This includes all other educational income/expenditure.

Pension reserve

This represents the negative reserve in respect of the liability on the LGPS pension scheme which was transferred to the Academy Trust on conversion.

Fixed asset fund

The fund includes the value of the tangible fixed assets of the academy on conversion, and amounts transferred from GAG or other restricted funds specifically for expenditure on tangible fixed assets, and the annual charges for depreciation of these assets.

DfE/ESFA capital grants

This is funding received from the DfE/ESFA specifically for expenditure on capital improvements.

Transfers between funds

Transfers to the restricted fixed asset fund represent the cost of fixed asset additions which have been funded from restricted or unrestricted general funds.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2023.

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

15 Funds (continued)

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

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2022 £
Restricted general funds						
General Annual Grant (GAG)	237,513	4,722,040	(4,564,659)	-	-	394,894
Pupil premium	-	258,515	(258,515)	-	-	-
Rates reclaim	-	92,570	(92,570)	-	-	-
Other DfE grants	-	144,741	(144,741)	-	-	-
Local authority grants	-	280,608	(280,608)	-	-	-
Other DfE/ESFA C-19 funding	-	18,845	(18,845)	-	-	-
Other educational activities	-	96,529	(96,529)	-	-	-
	237,513	5,613,848	(5,456,467)	-	-	394,894
Pension reserve	(1,763,000)	-	(358,000)	-	1,843,000	(278,000)
	(1,525,487)	5,613,848	(5,814,467)	-	1,843,000	116,894
Restricted fixed asset funds						
Fixed asset fund	3,299,518	-	(59,477)	19,801	-	3,259,842
ESFA capital grants (DFC)	15,683	18,141	(14,023)	(19,801)	-	-
Other capital grants	7,215	10,000	(17,215)	-	-	-
	3,322,416	28,141	(90,715)	-	-	3,259,842
Total restricted funds	1,796,929	5,641,989	(5,905,182)	-	1,843,000	3,376,736
Total unrestricted funds	493,787	44,743	-	-	-	538,530
Total funds	2,290,716	5,686,732	(5,905,182)	-	1,843,000	3,915,266

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

16 Analysis of net assets between funds

	Un-restricted funds	Restricted general funds	Restricted pension funds	Restricted fixed asset funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	-	-	3,266,697	3,266,697
Current assets	591,736	940,661	-	-	1,532,397
Current liabilities	-	(283,933)	-	-	(283,933)
Pension scheme liability	-	-	(13,000)	-	(13,000)
Total net assets	591,736	656,728	(13,000)	3,266,697	4,502,161

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

	Un-restricted funds	Restricted general funds	Restricted pension funds	Restricted fixed asset funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	-	-	3,259,842	3,259,842
Current assets	538,530	701,678	-	-	1,240,208
Current liabilities	-	(306,784)	-	-	(306,784)
Pension scheme liability	-	-	(278,000)	-	(278,000)
Total net assets	538,530	394,894	(278,000)	3,259,842	3,915,266

17 Long-term commitments, including operating leases

Operating leases

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

	2022/23	2021/22
	£	£
Amounts due within one year	54,943	55,007
Amounts due between one and five years	441	12,915
	55,384	67,922

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

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

	2022/23	2021/22
	£	£
Net income / (expenditure) for the reporting period	252,895	(218,450)
Adjusted for:		
Depreciation	69,034	59,477
Capital grants from DfE and other capital income	(53,559)	(18,141)
Interest receivable	(5,989)	(97)
Defined benefit pension scheme cost less contributions payable	56,000	329,000
Defined benefit pension scheme finance cost	13,000	29,000
Decrease / (increase) in stocks	4,052	(4,996)
(Increase) / decrease in debtors	(103,779)	528,817
Decrease in creditors	(22,851)	(144,948)
Net cash provided by Operating Activities	<u>208,803</u>	<u>559,662</u>

19 Cash flows from investing activities

	2022/23	2021/22
	£	£
Dividends, interest and rents from investments	5,989	97
Purchase of tangible fixed assets	(75,889)	(19,801)
Capital grants from DfE Group	53,559	18,141
Net cash used in investing activities	<u>(16,341)</u>	<u>(1,563)</u>

20 Analysis of cash and cash equivalents

	2022/23	2021/22
	£	£
Cash at bank and in hand	<u>1,196,091</u>	<u>1,003,629</u>

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

21 Analysis of changes in net debt

	At 1 September 2022 £	Cash flows £	Acquisition/ disposal of subsidiaries £	New finance leases £	Other non-cash changes £	At 31 August 2023 £
Cash	1,003,629	192,462	-	-	-	1,196,091
Total	1,003,629	192,462	-	-	-	1,196,091

22 Member 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.

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

23 Pension and similar obligations

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

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

Contributions amounting to £81,467 were payable to the schemes at 31 August 2023 (2022: £73,655) and are included within creditors.

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 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 four years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors.

The 31 March 2016 TPS actuarial valuation results were implemented from 1 September 2019. The key elements of the valuation and subsequent consultation were:

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

The latest actuarial TPS valuation results, as at 31 March 2020, were released in October 2023. The revised employer contribution rate, arising from this valuation, is due to be implemented from 1 April 2024.

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

23 Pension and similar obligations (continued)

The employer's pension costs paid to TPS in the period amounted to £508,050 (2022: £479,573).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was as follows:

	2023	2022
	£	£
Employer's contributions	207,000	159,000
Employees' contributions	65,000	49,000
	<u>272,000</u>	<u>208,000</u>

The agreed contribution rates for future years are 17.9% for employers and 5.5% to 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an academy trust 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.

Principal actuarial assumptions

	2023	2022
Rate of increase in salaries	4.0%	3.7%
Rate of increase for pensions in payment/inflation	3.0%	2.7%
Discount rate for scheme liabilities	5.2%	4.1%
Inflation assumption (CPI)	3.0%	2.7%
Commutation of pensions to lump sums	<u>70.0%</u>	<u>70.0%</u>

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

	2023	2022
Retiring today		
Males	22.1	22.9
Females	<u>24.7</u>	<u>25.4</u>
Retiring in 20 years		
Males	22.6	24.7
Females	<u>25.7</u>	<u>27.1</u>

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

23 Pension and similar obligations (continued)

Sensitivity analysis

	Increase/(reduction) in defined benefit obligation	
	2023	2022
	£	£
Discount rate +0.1%	(58,000)	(64,000)
Discount rate -0.1%	58,000	66,000
Mortality assumption – 1 year increase	96,000	64,000
Mortality assumption – 1 year decrease	(96,000)	(64,000)
CPI rate +0.1%	56,000	59,000
CPI rate -0.1%	(56,000)	(57,000)

The Academy Trust's share of the assets in the scheme were:

	2023	2022
	£	£
Equities	1,408,000	1,204,000
Gilts	764,000	316,000
Property	143,000	162,000
Cash and other liquid assets	72,000	19,000
Other	-	379,000
Total market value of assets	<u>2,387,000</u>	<u>2,080,000</u>

The actual return on scheme assets was a gain of £56,000 (2022: a loss of £133,000).

Amount recognised in the Statement of Financial Activities

	2022/23	2021/22
	£	£
Current service cost	263,000	488,000
Interest income	(90,000)	(36,000)
Interest cost	103,000	65,000
Total amount recognised in the SOFA	<u>276,000</u>	<u>517,000</u>

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

23 Pension and similar obligations (continued)

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

	2022/23	2021/22
	£	£
At 1 September	2,358,000	3,790,000
Current service cost	263,000	488,000
Interest cost	103,000	65,000
Employee contributions	65,000	49,000
Actuarial gain	(368,000)	(2,012,000)
Benefits paid	(21,000)	(22,000)
At 31 August	<u>2,400,000</u>	<u>2,358,000</u>

Changes in the fair value of Academy Trust's share of scheme assets:

	2022/23	2021/22
	£	£
At 1 September	2,080,000	2,027,000
Interest income	90,000	36,000
Actuarial loss	(34,000)	(169,000)
Employer contributions	207,000	159,000
Employee contributions	65,000	49,000
Benefits paid	(21,000)	(22,000)
At 31 August	<u>2,387,000</u>	<u>2,080,000</u>

Fareham Academy

Notes to the Financial Statements for the Year Ended 31 August 2023

24 Related party transactions

Owing to the nature of the Academy Trust 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. The following related party transactions took place in the financial period:

Expenditure Related Party Transactions:

K Nuttall Flooring Limited - a company controlled by a close family member of I Holt (member)

- The Academy Trust purchased services from K Nuttall Flooring Limited totalling £15,478 (2022: £12,097) during the period. There were no amounts outstanding at 31 August 2023 (2022: £nil).
- The Academy Trust made the purchase at arms' length following a competitive tendering exercise in accordance with its financial regulations, which I Holt neither participated in, nor influenced.
- In entering into the transaction the Academy Trust has complied with the requirements of the Academy Trust Handbook 2022.
- The element above £2,500 has been provided 'at no more than cost' and K Nuttall Flooring Limited has provided a statement of assurance confirming this.