

Company Registration No. 08436285 (England and Wales)

GILDREDGE HOUSE FREE SCHOOL

(A COMPANY LIMITED BY GUARANTEE)

GOVERNORS' REPORT AND AUDITED ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2024

GILDREDGE HOUSE FREE SCHOOL

CONTENTS

	Page
Reference and administrative details	1 - 2
Governors' report	3 - 16
Governance statement	17 - 20
Statement on regularity, propriety and compliance	21
Statement of Governors' responsibilities	22
Independent auditor's report on the accounts	23 - 26
Independent reporting accountant's report on regularity	27 - 28
Statement of financial activities including income and expenditure account	29 - 30
Balance sheet	31 - 32
Statement of cash flows	33
Notes to the accounts including accounting policies	34 - 57

GILDREDGE HOUSE FREE SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Governors

J Mace (Vice-Chair of Governors)
L Baxter (Resigned 18 July 2024)
G Mace
M Ashley Taylor
M Benzing (Resigned 7 January 2024)
G Freeman (Resigned 19 April 2024)
J Swann
C Bull (Ex-Officio)
R Thornhill (Chair of Governors) (Appointed 28 September 2023)
Dr A Lamprakis (Resigned 11 November 2024)
L Owen
K Paradas
J Searle
N Uzorkalon
F Beckley

Members

- Trust member J King
- Trust member and Governor G Mace
- Trust member C Kearns

Senior leadership team

- Executive Head Teacher C Bull
- Assistant Head D Simmonds
- Assistant Head D O'Driscoll
- Assistant Head T Addems
- Assistant Head M Stephens
- Deputy Head J Towner
- Deputy Head J Graffham
- Director of Finance & Administration J Logan
- Head of Primary H Punter-Bruce
- Head of Secondary V Jenkins

Company secretary

J Logan

Company registration number

08436285 (England and Wales)

Principal address and Registered office

Compton Place Road
Eastbourne
East Sussex
BN20 8AB

GILDREDGE HOUSE FREE SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Independent auditor

Price & Company
30-32 Gildredge Road
Eastbourne
East Sussex
BN21 4SH

Bankers

National Westminster Bank Plc
96 Terminus Road
Eastbourne
East Sussex
BN21 3LX

Solicitors

Messrs Gaby Hardwicke
33 The Avenue
Eastbourne
East Sussex
BN21 3YD

Website

www.gildredgehouse.org.uk

GILDREDGE HOUSE FREE SCHOOL

GOVERNORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024

The Governors (Trustees) present their annual report together with the accounts and independent auditor's reports of the charitable company for the period 1 September 2023 to 31 August 2024. 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 students aged 4 to 19 serving the Eastbourne area. When full, the school will have a capacity of 1,260 and had a roll of 1,159 in the October 2024 school census.

Following a consultation in line with DfE Making Significant Change process the Governing board made the decision in May 2023 to close Sixth Form provision. July 2024 saw our last cohort of Year 13 students graduate from the school.

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 Governors are the trustees of Gildredge House Free School and are also the directors of the charitable company for the purposes of company law. Details of the Governors who served during the year are included in the Reference and Administrative Details on page 1.

Members' liability

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

Governors' indemnities

The Academy has purchased insurance to protect Governors from claims arising from negligent acts, errors or omissions occurring whilst on company business through the Department for Education's Risk Protection Arrangement. The insurance provides cover up to £10,000,000 on any one claim.

Method of recruitment and appointment or election of Governors

Governors are recruited as required via an interview process carried out by Members and Governors jointly. Parent Governors are recruited via a confidential electronic ballot of parents. After resignation of our staff Governor, following advice and best practice from the DfE and National Governance Organisation, the decision was made by the board to no longer appoint to this position.

A skills audit of the Trust has been completed and recruitment of Governors has been targeted to address any identified skills gaps. Governors' terms of office are for four years and Governors may be re-elected.

Policies and procedures adopted for the induction and training of Governors

New Governors have a programme of induction and all relevant policies are made available as required. Governors are encouraged to review their skills and undertake training as identified. The Governors together with the Senior Leadership Team meet regularly during the year.

Training is delivered via in house presentations, consultants linked to individual areas for development, the learning link (NGA) and training courses run by ESCC Governor Services.

GILDREDGE HOUSE FREE SCHOOL

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

Organisational structure

The Trust is formed of a full Governing Body which is serviced by the following committees, to which decision-making powers have been delegated as per the agreed Scheme of Delegation:

- Education
- Enterprise
- Admissions

Governors also undertake regular monitoring visits at the school and aim to attend as many school events as possible.

The Academy Executive Head Teacher is Craig Bull, Craig is the appointed Accounting Officer of the Trust.

Arrangements for setting pay and remuneration of key management personnel

Governors have appointed their Executive Head Teacher, in accordance with the Trust's Articles of Association and details as laid out in the Academies Financial Handbook. The Executive Head Teacher's Annual performance management is undertaken with the support of external advisors and targets set in accordance with the requirements of the school. SLT members, are appointed and approved jointly by the Executive Head Teacher and Governors, with responsibility levels being agreed at Governor level to address the needs of the school and requirements of the funding agreement. All are subject to robust performance management relevant to their post and responsibilities.

Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	-
Percentage of the total pay bill spent on facility time	-

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	-
---	---

GILDREDGE HOUSE FREE SCHOOL

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

Related parties and other connected charities and organisations

Gildredge House presently has no connected parties.

Objectives and activities

Objects and aims

Gildredge House is an all-through 4-19 state-funded Free School, which was set up by a founding group which included parents. The Academy Trust's objectives are set out in its Articles of Association. Its principal objectives are:

- a. to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.
- b. to promote for the benefit of the inhabitants of Eastbourne and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

Objectives, strategies and activities

Our Mission

Aspire, in all that we do.

Vision

Our vision is to be a school that:

- Aspires for balanced students who flourish through opportunities and learning experiences in and outside the classroom.
- Aspires toward a culture of care and wellbeing, which results in optimal conditions for learning.
- Aspires to be proud of the Gildredge House way, our uniform and attendance.
- Aspires for all students to achieve their potential and beyond.
- Aspires for an inclusive, all-through, values-based curriculum.
- Aspires for students to understand their responsibility to be global citizens, contributing to a better world.
- Aspires to celebrate students' individual and collective achievements.
- Aspires to engage young people in environmental education and action.
- Aspires for a strong careers programme which supports students in further education, training, and employment.
- Aspires to work collaboratively within our local, national, and global communities.

The Gildredge House Way - Ready, Respectful, Safe

Our school is founded upon high standards and high expectations of students' attitude to learning. We expect a commitment from all students to the Gildredge House Way, in and out of every lesson. We also believe it is important to celebrate individual and collective achievements through a culture of 'catching students in'.

GILDREDGE HOUSE FREE SCHOOL

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

Activities

In September 2024, the school opened its doors to 60 students in Reception and 150 in Year 7, with applications to these year groups again being oversubscribed.

In June 2023, the decision was made, supported by the DfE's Regional Schools Commissioner that the Sixth Form should phase close due to the declining number, cost and the significance of the work identified as part of the SEF/SDP. As a result of this, the Sixth Form closed in July 2024 following wide-ranging stakeholder consultation.

The school roll has maintained steady student numbers in Primary and Secondary phases. Recruitment has been successful and the number of teachers equates to 60 FTE with support staff being 63.

Public benefit

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

Strategic report

Achievements and performance

Our strategic priorities are grounded in enabling students at Gildredge House to achieve their potential and beyond, develop values to support them in being a positive member of society. Our priorities will help us deliver an outstanding education whilst strengthening collaborative partnerships and ensuring the ongoing development and financial stability of Gildredge House.

Our priorities are based upon our self-evaluation outcomes, the Ofsted inspection framework, the 'Opportunity for all: strong schools with great teachers for your child' white paper, the 'Right support, right place, right time' Green paper and our school vision:

Our improvement strategy is based upon collaboration with stakeholders to address common issues and themes borne out of communication, information, and data. We will undergo annual self-evaluation which in turn, will lead to school development and quality assurance processes which are augmented by challenge and support activities. This will provide a wealth of information and data, which can be collated to inform future priorities. The cycle below details how we intend to ensure a clear understanding of the implementation and monitoring process:

- This strategic plan establishes a clear framework for planning, implementing, and reviewing our strategic priorities over the next five years. To deliver the ambitious priorities, we have developed a series of annual plans with specific reviews and action plans leading to measurable outcomes.
- A robust cycle of review ensures we can adjust our actions as required to ensure they are aligned with identified areas for development emerging from our annual self-assessment cycle.
- The Board of Governors regularly scrutinises the effectiveness of the school in achieving its strategic priorities and in its contribution to educational value.
- All six areas of the Strategic Plan will be tracked in terms of key indicators for school improvement.

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

The information which we hold and share with Governors includes (but may not be limited to):



In addition to the priorities, the school also considers local and national priorities when planning improvement activities. The Governors, along with Senior Leaders, are members of networks and partnerships.

Quality assurance at Gildredge House involves the systematic monitoring and evaluation of programmes, systems and processes to maintain and improve quality, equity and efficiency to improve teaching and learning – with the ultimate goal to support the best outcomes for students. Our approaches include mechanisms that are internal and external. External mechanisms may consist of peer reviews, externally sourced deep dives, audits, or reviews. Internal mechanisms may consist of school self-evaluation, performance and accountability cycles, performance management and data tracking. These mechanisms have different but complementary purposes. They are part of a coherent, integrated system, with the different methods supporting and reinforcing each other. This kind of productive synergy maintains our clear focus on school development.

Quality assurance is essential for accountability and supporting the ongoing development of teaching and learning, which supports and challenges us to adapt to the changing needs of our students. The focus is on improvement, innovation and research that can then be shared to benefit all learners.

In a school improvement model based upon collective efficacy principles, we must use collaboration, peer review and research to learn from one another to test and challenge our thinking, including developing partnerships with other schools. To facilitate this, we will continue to pursue the following activities:

- School leaders at all levels meet regularly to discuss and systematically cover the different aspects of school performance and improvement with a clear agenda ensuring that everyone is ready for focused discourse that helps drive improvement for all.
- Our leaders regularly visit schools and classrooms together (e.g. for joint learning walks, student pursuits and lesson observations) so they develop a shared picture.
- Gathering feedback from parents, staff, and students is integral in assessing our school's performance and progress.
- Implementing a formal quality assurance model, which includes peer review and research, enables school leaders to identify our own development needs through improvement plans and self-evaluations.
- Deploying staff across the phases of the school, based on their expertise, where this meets the needs of the whole school.
- Developing an infrastructure and networks to support shared professional learning and development – e.g. through subject networks, peer-to-peer coaching and observations and reflections on classroom practice linked to the school's priorities.
- Promoting and sharing practice-based learning and research focused on areas that are likely to impact the school's priorities significantly.
- Developing and implementing a data strategy that gives Governors, school leaders and staff access to data when they need it. This will include a mechanism for sharing and analysing data across the school through a single MIS allows for easy data analysis.
- Ensuring that school improvement is a core part of the business cycle of governance with a strong culture of scrutiny and challenge around school improvement at all levels.

GILDREDGE HOUSE FREE SCHOOL

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

The senior leadership structure has changed to align with the newly established priorities. There is now an Executive Head Teacher, Head of School for the Primary and Secondary phases, 2 Deputy Executive Head Teachers Quality of Education/Behaviour and Attitudes, Assistant Executive Head Teacher Personal Development, Assistant Executive Head Teacher Culture for Learning, Assistant Executive Head Teacher and SENCO (Primary) and an Assistant Executive Head Teacher Inclusion working across the whole school, Director of Finance and Administration. We have also appointed two new additional roles on two-year fixed term contracts to support our school priorities in a Lead Practitioner – T&L and Assistant Head – Student Progress.

Primary Phase

EYFS Key Performance Indicators

Total Entries: 60	Baseline - from assessments	National 2024	AP1 Attainment (on track)	AP2 (on track)	AP3 – final attainment
Communication and Language	53%	79%	55%	73%	93%
Physical Development	42%	85%	52%	72%	93%
Personal, Social and Emotional	58%	83%	41%	77%	92%
Writing and Reading	27%	69%	42%	63%	78%
Maths	54%	77%	67%	78%	78%
GLD	19%	67%	30%	55%	76%

GILDREDGE HOUSE FREE SCHOOL

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

Key Stage 2 Key Performance Indicators

Total Entries: 59	2024 National Average		AP3 Attainment (SAT's marks)	
	EXP	GDS	EXP	GDS
Reading	74%	30%	74%	23%
Writing	74%	10%	74%	10%
Maths	77%	23%	77%	23%
Combined	64%	5%	64%	5%

Our data is an improved picture from last year with 64% of children achieving the Combined and all outcomes in line with the 2024 national average. There was significant progress made by students this year. An overall highlight of the 2023/2024 data is the positive attitude the children had towards SATs week. They worked hard, challenged themselves and showed resilience and a positive attitude. There is brilliant progress across the subjects and many individual moments to celebrate (tracked across the year). Following 2022/2023 data the Year 6 target was to focus on developing greater depth standard across the subjects. Through greater depth intervention, streaming for one term in maths, explicit problem-solving lessons and developing the use of challenge and support in all lessons, the greater depth percentages has improved across the subjects.

As a cohort, their maths was the weakest area at the start of the year. We increased the length of retrieval starters for maths; planned specific interventions based on lessons and data; focussed the use of yellow feedback forms so they were personal and made an individual impact; ran after school intervention sessions and completed a weekly arithmetic paper every week in term 4 to support the development of arithmetic, speed, problem solving and making links across the curriculum. Data was tracked closely through the year which meant that intervention was timely and targeted. Areas for further analysis/discussion and consideration for next year: GPS, reading and support for the new cohort (2024/2025) with additional needs.

Secondary Phase

Key Stage 4 Key Performance Indicators

Total Entries: 74	Benchmark/Target	Result
% A* - A1 (Dist)	1	14
% A*- (Merit)	B32	33
% A* - C	62	61
% A* - E (Pass)	100	99

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

With a small cohort size (24) the results of an individual significantly sway the results overall. Predictions were not met in all subjects, but benchmark targets were generally achieved. Many students opted for alternative routes other than university, reflecting the National picture. All these students have a secure pathway into apprenticeship, employment or travelling. Of the students that had applied to university all have been offered a place at their first or second choice institutions.

Key Stage 4 Key Performance Indicators

(Internal data until DfE release official validated data in December)

	Result
Progress 8	0.09
Attainment 8	47.79
5+ inc En/Ma	50%
4+ inc En/Ma	68.5%
A8 English	10.07
A8 Maths	9.33
A8 Ebacc	14.69
A8 Open	13.70

It is the first year that Gildredge House has had a positive progress 8 score, indicating that on average all students have exceeded the expected standard of progress since Key Stage 2.

The key factors that have ensured the delivery of this continued trend of improvement to outcomes are:

- Improved quality of education overall through curriculum developments and improved standards of teaching and learning.
- Embedding retrieval practice at the start of lessons.
- Developing effective strategies for formative assessment such as the use of show me boards.
- Empowering every learner through adaptation to support SEN including Student Support Plans (SSPs).
- More accurate use of summative assessment data for targeting interventions in class.
- Bespoke intervention programmes for small groups and individuals.
- Revision programme through tutor time.
- Holiday revision sessions.

Key Learning and Future actions:

- Relentless focus on quality first teaching by embedding the GH5 (Challenge, Explanation, Modelling, Questioning and Feedback).
- Embed a consistent culture for learning.
- Continue to develop the curriculum throughlines by completion of medium-term plans. Embedding the effective use of strategies formative assessment through the SSAT two year programme.
- Quality assurance of moderation by ranking students in each subject and holding departmental discussion for verification prior to data entry deadline.
- Coordination of intervention schedule by the Head of Year to ensure that interventions are prioritised.

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

All departments have individual analysis documents from results analysis with commentary of impact on interventions and future actions. Subject leaders have identified key students and continue to raise the quality of teaching and learning and interventions are targeted to raise attainment.

There will be an introduction of Pixl to improve collaborative partnerships and the launch of our 'Everyone a leader programme' to develop subject leadership across the school.

As a result of rigorous evaluation and the aforementioned points, the school's priorities for development this year are as follows:

1. To ensure consistency in quality first teaching and learning across all phases of the school with particular focus on the Gildredge House lesson culture.
2. To support vulnerable groups to make progress through embedding adaptive teaching strategies and providing appropriate and timely intervention.
3. To embed a collaborative culture of excellence and improvement through the 'Everyone a Leader' programme.
4. To ensure the implementation of the new 'through line' curriculum and that progress is demonstrated and quality assured.
5. Staff ensure Behaviour for Learning routines are consistently followed and this supports students to actively engage in their learning.
6. The development of literacy across all areas of the curriculum with a focus on reading and writing.
7. Students at all key stages experience a wide range of co-curricular activities which enhance their cultural capital and service learning; contributing positively to the local and wider community.

Going concern

The Academy had an operational deficit of £371,032 in 2024 (£73,684 surplus on unrestricted fund less net deficit on restricted general fund of £444,986, but excluding actuarial gains of £62,000) and is being supported by the Educational and Skills Funding Agency (ESFA). After making appropriate enquiries and based on the confirmation of support from the ESFA, the Board of Governors has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason the Board of Governors continues to adopt the going concern basis in preparing the accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

GILDREDGE HOUSE FREE SCHOOL

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

Financial review

The vast majority of the Academy's income is obtained from the Department for Education (DfE) via the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, (Revenue & Capital) the use of which is restricted to particular educational purposes. The grants received from the DfE during the period ended 31 August 2024 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy has received grants for Capital additions to refurbish and extend the Academy buildings. This amounted to £85,966 in the period to 31 August 2024. The restricted fixed asset fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

In the year to 31 August 2024 total expenditure excluding depreciation was £7,678,925, including £206,455 expenditure from the School Fund (see Note 17). This was funded by grants from the ESFA of £7,294,982 and other government grants of £104,875 (see Note 4), School Fund income and other small grants of £197,843 (see Note 5), School Fund and other donations of £34,448 (Note 3) and lettings and other income of £9,069 (Note 5). The excess of expenditure over income for the period (excluding the pension fund) was £371,302. The closing balances on the various funds are shown in Note 17 on page 48 of the accounts.

At 31 August 2024, the net book value of fixed assets was £11,171,804 and movements in tangible fixed assets are shown in the financial statements. The assets were used exclusively for providing education and the associated support services to the Students of the Academy.

The land, buildings and other assets were transferred to the Academy upon incorporation. Land was valued at transfer of £750,000. Land and buildings further to refurbishment and extension are included in the accounts at £10,745,626. Other assets have been included in the financial statements at cost less depreciation.

The Academy accounts for the surplus in the Local Government Pension Scheme in respect of its non-teaching staff. The surplus is incorporated within the Statement of Financial Activity with details in the financial statements.

Key financial policies adopted or reviewed during the year include the Admissions Policy 2016-17, Articles of Association, Register of Interests of Executive Head Teacher and Governors, Charging and Remissions Policies, Staff Pay and Progression Policy, Data Protection Policy.

Key documents created and reviewed:

Financial Regulations manual including: Anti-Corruption & Bribery Policy, Conflicts of Interest Policy, Whistle Blowing Policy, Risk Register, School Development Plan.

The Finance Regulations Manual sets out the framework for financial management, including financial responsibilities of the Trustees, Executive Head Teacher (as Accounting Officer), the Finance & Administration Director, SLT, Budget holders and other affected staff; as well as delegated authority for expenditure and procurement protocols.

GILDREDGE HOUSE FREE SCHOOL

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

The audit functions of the Academy have been carried out by Internal Auditors, Knill James and External Auditors, Price & Company, who have then submitted reports to the Audit / Enterprise Committee.

The Governors have agreed a strategic approach to robust financial management and budgetary control whilst continuing to invest in Human and Physical resources to sustain the Academy's development priorities. They have also taken a prudent approach to policy on Reserves in order to protect the organisation from commercial, political and financial risk.

This strategic plan is in line with and reinforces the objectives in the Academy's Funding Agreement.

Reserves policy

The Governors review the reserve levels of the Academy at least annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors, in following ESFA guidance have agreed that a fixed asset fund should be maintained, the value of which should match the net book value of fixed assets.

The balance of this fund therefore represents monies that have already been invested in fixed assets (net of depreciation charged thereon) and hence this is not a fund that is available for future spending. The balance on the fixed asset fund at 31 August 2024 was £10,976,411.

A capital fund is maintained representing capital grants received from the ESFA. This is available in accordance with the conditions of the grants, it must be used for capital expenditure. It is not therefore available to support or to fund future running costs (revenue expenditure).

A general restricted fund is maintained representing grant funding received mainly from the ESFA to fund the operating activities of the Academy. The fund was £1,335,965 in surplus at 31 August 2024 (2023: £1,393,250). This surplus includes an amount of £62,000, relating to the actuarial gain on the pension schemes for the year.

An unrestricted general fund is maintained, representing funds raised or generated by the Academy, to which no restrictions apply, beyond the general requirement that they be applied to the company's educational and charitable objectives. The balance on this fund at 31 August 2024 was £336,075.

The Academy maintains one further fund, the Local Government Pension Scheme (LGPS) fund. This represents the company's share of the pension fund surplus or deficit, calculated in accordance with the requirements of FRS 102. Further details of the calculations and assumptions underlying the balance on this fund are set out in the financial statements.

Investment policy

Investments must be made only after approval by the Full Governing Board.

All investments must be recorded in sufficient detail to identify the investment and to enable the current market value to be calculated. The information required will normally be the date of purchase, the cost and a description of the investment, income receivable from the investment.

Presently the Academy holds no such investments.

GILDREDGE HOUSE FREE SCHOOL

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

Principal risks and uncertainties

The Governors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances. The Governors have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls in order to minimise risk, combined with ensuring adequate insurance is in place via the DfE, RPA scheme.

Financial and risk management objectives and policies

The Governors take into account the sum carried forward for the year and the likelihood that central government financial support will not increase in real terms, in coming years. Governors will keep the position under constant review to ensure that they have sufficient income to run the Academy on an efficient basis without affecting the quality of teaching and learning.

Financial risk is part of the Academy risk register and is regularly monitored and reviewed by Governors and SLT.

The Academy's financial management procedures follows the Gildredge House Financial Regulations Manual which has been written in consideration of the advice and guidance contained within the current Academies Financial Handbook. The Financial Regulations Manual and financial management procedures are regularly reviewed and revised to minimise risk and ensure best practice to achieve best value principles.

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

Fundraising

The Governing Body is responsible for ensuring that the organisation operates within a responsible, sustainable financial framework and that the organisation has adequate resources to carry out its work.

The Governors are committed to ensuring that fundraising activities are carried out in an ethical manner.

The guiding fundraising principle is a simple one – we will only use techniques that we would be happy to be used on ourselves.

In doing so, the organisation will adhere to the following standards:

- The Governors will have regard to the Charity commissions publication 'Charity Fundraising' (CC20)
- Fundraising activities carried out by the school which will comply with all relevant laws.
- Any communications to the public made in the course of carrying out a fundraising activity shall be truthful, non-deceptive and GDR compliant.
- All monies raised via fundraising activities will be for the stated purpose of the appeal and will comply with the school's stated mission and purpose.
- All personal information collected by the school operates within UK GDPR compliance and is confidential and is not for sale or to be given away or disclosed to any third party without consent.
- Nobody directly or indirectly employed by or volunteering for the school shall accept personal commissions, bonuses or payments for fundraising activities on behalf of the organisation.
- No general solicitations shall be undertaken by telephone or door-to-door.
- Fundraising activities should not be undertaken if they may be detrimental to the good name or community standing of the school.
- Financial contributions will only be accepted from companies, organisations and individuals in line with Gildredge House financial regulations handbook.
- Fundraising activities should not be undertaken if they will expose the organisation to significant financial risk.
- Complaints will be dealt with in accordance with the Charity Commissions guide CC20.

Plans for future periods

We prepared to welcomed the 12th cohort of Year 7 and Reception in September 2024, which were once again oversubscribed.

We will continue to embed the ethos and vision of the school as it is proposed to growth.

We will continue to focus, through the development of the School Development Plan, on the four new Ofsted areas of Quality of Education, Behaviour and Attitudes, Personal Development and Leadership and Management. In these areas, we will continue to aspire to sustain the high quality of the 'Good' Ofsted judgements made in October 2024 and build on these to push for an outstanding grade by the next Ofsted inspection.

GILDREDGE HOUSE FREE SCHOOL

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

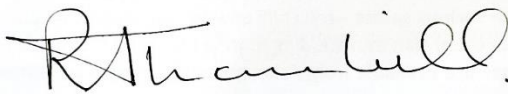
Auditor

In so far as the Governors are aware:

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

A resolution proposing that Price & Company be reappointed as auditor of the charitable company will be put to the members.

The Governors' report, incorporating a strategic report, was approved by order of the Board of Governors, as the company directors, on 12/12/2024 and signed on its behalf by:



.....
R Thornhill
Chair of Governors



.....
C Kearns
Trust Member



.....
J King
Trust Member



.....
G Mace
Trust Member and Governor

GILDREDGE HOUSE FREE SCHOOL

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024

Scope of responsibility

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

The Board of Governors has delegated the day-to-day responsibility to the Executive Head Teacher, as accounting officer, for ensuring financial controls conform to 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 Gildredge House Free School and the Secretary of State for Education. They are also responsible for reporting to the Board of Governors any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The Board of Governors has formally met four times during the year. There have also been three Enterprise Committee meetings and three Education Committee meetings. Attendance during the year at these meetings of the Board of Governors was as follows:

Governors	Meetings attended	Out of possible
J Mace (Vice-Chair of Governors)	3	4
L Baxter (Resigned 18 July 2024)	3	4
G Mace	4	4
M Ashley Taylor	2	4
M Benzing (Resigned 7 January 2024)	1	2
G Freeman (Resigned 19 April 2024)	3	3
J Swann	3	4
C Bull (Ex-Officio)	4	4
R Thornhill (Chair of Governors) (Appointed 28 September 2023)	4	4
Dr A Lamprakis (Resigned 11 November 2024)	2	4
L Owen	4	4
K Paradas	3	4
J Searle	3	4
N Uzorkalon	4	4
F Beckley	3	4

GILDREDGE HOUSE FREE SCHOOL

GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

The Enterprise committee is a sub-committee of the main Board of Governors. Attendance at meetings in the year was as follows:

Governors	Meetings attended	Out of possible
J Mace (Vice-Chair of Governors)	2	3
M Ashley Taylor	2	3
G Freeman (Resigned 19 April 2024)	2	2
C Bull (Ex-Officio)	3	3
R Thornhill (Chair of Governors) (Appointed 28 September 2023)	3	3
Dr A Lamprakis (Resigned 11 November 2024)	1	3
J Searle	2	2

The Education committee is a sub-committee of the main Board of Governors. Attendance at meetings in the year was as follows:

Governors	Meetings attended	Out of possible
J Mace (Vice-Chair of Governors)	1	1
L Baxter (Resigned 18 July 2024)	2	3
G Mace	2	3
M Benzing (Resigned 7 January 2024)	0	1
J Swann	3	3
C Bull (Ex-Officio)	3	3
R Thornhill (Chair of Governors) (Appointed 28 September 2023)	3	3
L Owen	3	3
K Paradas	3	3
J Searle	1	1
N Uzorkalon	1	3
F Beckley	3	3

Review of value for money

As Accounting Officer the Executive Head Teacher has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

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

Ofsted Good has been achieved by careful recruitment and deployment of teaching staff to maximise expertise both inside the classroom and outside in the school's extensive extra-curricular 'Twilight' programme. Similarly, careful recruitment and deployment of support staff to maximise expertise has allowed for evolution and development of departments and individual roles in order to support the growing community. The school has worked with the ICT provider to ensure best value for money with the increased IT provision, which will provide the school with income generation opportunities, as well as supporting the quality of delivery of the curriculum.

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 Gildredge House Free School for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and accounts.

Capacity to handle risk

The Board of Governors 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 Governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Board of Governors.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Governors;
- regular reviews by the Full Governing Board 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;
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Governors has considered the need for a specific internal audit function and has decided:

- to appoint an internal auditor, Knill James chartered accountants. The internal audit was done 11/09/24. No critical inefficiencies were identified.

GILDREDGE HOUSE FREE SCHOOL

GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

The external auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. The external auditor reports to the Board of Governors on the operation of the systems of control and on the discharge of the financial responsibilities of the Board of Governors.

Review of effectiveness

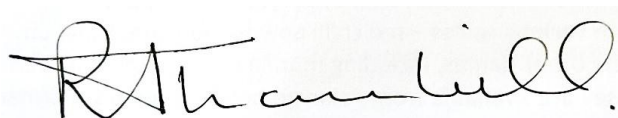
As Accounting Officer the Executive Head Teacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the external auditor
- the work of the internal auditor
- the financial management and governance self-assessment process

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Full Governing Board and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Based on the advice of the audit and risk committee and the accounting officer, the board of trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the Board of Governors 12/12/2024 and signed on its behalf by:



R Thornhill
Chair of Governors
Trust Member

GILDREDGE HOUSE FREE SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2024

As Accounting Officer of Gildredge House Free School I have considered my responsibility to notify the Academy Trust Board of Governors and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place 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 Academies Financial Handbook 2016.

I confirm that I and the Academy Trust's Board of Governors are able to identify any material irregular or improper use of 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 2023.

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



C Bull

Accounting Officer

GILDREDGE HOUSE FREE SCHOOL

STATEMENT OF GOVERNORS' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2024

The Governors (who act as trustees for Gildredge House Free School and are also the directors of Gildredge House Free School for the purposes of company law) are responsible for preparing the Governors' report and the accounts in accordance with the Academies Accounts Direction 2023 to 2024 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the Governors are required to:

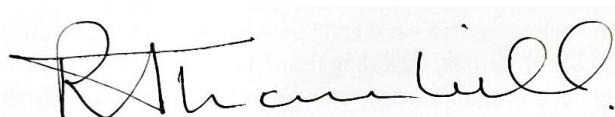
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the Board of Governors on 12/12/2024 and signed on its behalf by:



R Thornhill

Chair of Governors

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GILDREDGE HOUSE FREE SCHOOL
FOR THE YEAR ENDED 31 AUGUST 2024**

Opinion

We have audited the accounts of Gildredge House Free School for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

GILDREDGE HOUSE FREE SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GILDREDGE HOUSE FREE SCHOOL (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Governors' report, including the incorporated strategic report.

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

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

Responsibilities of Governors

As explained more fully in the statement of Governors' responsibilities, the Governors are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the Governors determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the Governors are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Governors either intend to liquidate the charitable company, or have no realistic alternative but to do so.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GILDREDGE HOUSE FREE SCHOOL
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024**

Auditor's responsibilities for the audit of the accounts

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

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:

- In planning our audit we assess the risks of material misstatement, including fraud, based on our discussion with management, evaluation of the internal controls in place, and identify critical laws and regulations.
- During our detailed audit work we review transactions and documentation relevant to the inherent and specific risks we identified at the planning stage and which could indicate fraud or non-compliance with laws and regulations.
- During our audit procedures we extend the scope of our testing where our planning indicated there was an increased risk of fraud including management override of controls.
- We also considered and reviewed the procedures which management have in place to detect and identify any instances of fraud or non-compliance with fraud and regulations. The procedures in place were discussed in detail with management and walkthrough tests were undertaken where appropriate.

We obtained an understanding of the legal and regulatory frameworks that are applicable to the entity and determined that the most significant are those that relate to:

- Children's Act 2004. The guidelines set out in this act requires anyone who works with children (whether in an educational or non-educational setting) to know how a child should be looked after in the eyes of the law.
- The Department of Education Statutory policies for schools and academy trusts. This covers all regulations set out by the department of education including: Admissions policy, Premises management, Health and safety, Lesson requirements, Data protection, Teachers pay, Complaints and discipline procedures and child protection policies.
- The Academies Financial Handbook has the framework for the preparation and presentation of the academy's financial statements for the year.

GILDREDGE HOUSE FREE SCHOOL

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GILDREDGE HOUSE FREE SCHOOL (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

We assessed the risks of material misstatement in respect of fraud as follows:

- Enquiries were made to those in management and in charge of governance.
- Analytical procedures were used as costs are expected to remain fairly consistent due to the nature of the Academy and having been at full capacity for the last several years.
- Walkthrough tests were performed on key areas deemed most susceptible to misstatement by the audit team.
- Board minutes were reviewed.
- Client journal entries were tested for appropriateness.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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

Michael J Neilan

Mr Michael Neilan BSc FCA CTA (Senior Statutory Auditor)
for and on behalf of Price & Company

12/12/2024

Chartered Accountants
Statutory Auditor

30-32 Gildredge Road
Eastbourne
East Sussex
BN21 4SH

GILDREDGE HOUSE FREE SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GILDREDGE HOUSE FREE SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2024

In accordance with the terms of our engagement letter dated 15 September 2014 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Gildredge House Free School during the period 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Gildredge House Free School's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Gildredge House Free School's funding agreement with the Secretary of State for Education dated 22 August 2013 and the Academy Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

GILDREDGE HOUSE FREE SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GILDREDGE HOUSE FREE SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

The work undertaken to draw to our conclusion includes a review of the design and implementation of the Academy Trust's internal controls and review processes on regularity, supported by detailed tests on samples of costs incurred by the Academy Trust and specific transactions identified from our review.

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 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Price & Company

Reporting Accountant

Price & Company
30-32 Gildredge Road
Eastbourne
East Sussex
BN21 4SH

Dated: 12/12/2024

GILDREDGE HOUSE FREE SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and capital grants	3	34,448	-	85,966	120,414	588,179
Charitable activities:						
- Funding for educational operations	4	-	7,399,857	-	7,399,857	7,318,357
Other trading activities	5	9,069	197,843	-	206,912	237,209
Investments	6	30,167	-	-	30,167	19,278
Total		73,684	7,597,700	85,966	7,757,350	8,163,023
Expenditure on:						
Charitable activities:						
- Educational operations	8	-	7,678,925	449,727	8,128,652	8,153,718
Total	7	-	7,678,925	449,727	8,128,652	8,153,718
Net income/(expenditure)		73,684	(81,225)	(363,761)	(371,302)	9,305
Transfers between funds	17	-	(38,060)	38,060	-	-
Other recognised gains/(losses)						
Actuarial gains on defined benefit pension schemes	19	-	62,000	-	62,000	372,000
Net movement in funds		73,684	(57,285)	(325,701)	(309,302)	381,305
Reconciliation of funds						
Total funds brought forward		262,391	1,393,250	11,302,112	12,957,753	12,576,448
Total funds carried forward		336,075	1,335,965	10,976,411	12,648,451	12,957,753
General restricted fund made up of:						
Restricted income fund			1,007,965			
Pension reserve fund			328,000			
			1,335,965			

GILDREDGE HOUSE FREE SCHOOL

**STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024**

Comparative year information Year ended 31 August 2023	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2023 £
Income and endowments from:					
Donations and capital grants	3	14,392	-	573,787	588,179
Charitable activities:					
- Funding for educational operations	4	-	7,318,357	-	7,318,357
Other trading activities	5	12,460	224,749	-	237,209
Investments	6	19,278	-	-	19,278
Total		<u>46,130</u>	<u>7,543,106</u>	<u>573,787</u>	<u>8,163,023</u>
Expenditure on:					
Charitable activities:					
- Educational operations	8	-	7,738,119	415,599	8,153,718
Total	7	<u>-</u>	<u>7,738,119</u>	<u>415,599</u>	<u>8,153,718</u>
Net income/(expenditure)		46,130	(195,013)	158,188	9,305
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	19	-	372,000	-	372,000
Net movement in funds		46,130	176,987	158,188	381,305
Reconciliation of funds					
Total funds brought forward		<u>216,261</u>	<u>1,216,263</u>	<u>11,143,924</u>	<u>12,576,448</u>
Total funds carried forward		<u>262,391</u>	<u>1,393,250</u>	<u>11,302,112</u>	<u>12,957,753</u>
General restricted fund made up of:					
Restricted income fund			1,132,250		
Pension reserve fund			261,000		
			<u>1,393,250</u>		

GILDREDGE HOUSE FREE SCHOOL

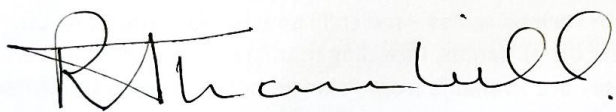
BALANCE SHEET AS AT 31 AUGUST 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	12		11,171,804		11,316,103
Current assets					
Debtors	13	350,698		304,395	
Cash at bank and in hand		1,636,373		1,949,562	
		1,987,071		2,253,957	
Current liabilities					
Creditors: amounts falling due within one year	14	(583,870)		(628,753)	
Net current assets			1,403,201		1,625,204
Total assets less current liabilities			12,575,005		12,941,307
Creditors: amounts falling due after more than one year	15		(244,554)		(244,554)
Provisions for liabilities			(10,000)		-
Net assets excluding pension asset			12,320,451		12,696,753
Defined benefit pension scheme asset	19		328,000		261,000
Total net assets			12,648,451		12,957,753
Funds of the Academy Trust:					
Restricted funds	17				
- Fixed asset funds			10,976,411		11,302,112
- Restricted income funds			1,007,965		1,132,250
- Pension reserve			328,000		261,000
Total restricted funds			12,312,376		12,695,362
Unrestricted income funds	17		336,075		262,391
Total funds			12,648,451		12,957,753

GILDREDGE HOUSE FREE SCHOOL

**BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2024**

The accounts set out on pages 29 to 57 were approved by the Board of Governors and authorised for issue on 12/12/2024 and are signed on its behalf by:



.....
R Thornhill
Chair of Governors

Company registration number 08436285 (England and Wales)

GILDREDGE HOUSE FREE SCHOOL

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

	Notes	2024		2023	
		£	£	£	£
Cash flows from operating activities					
Net cash used in operating activities	20		(113,518)		(75,073)
Cash flows from investing activities					
Dividends, interest and rents from investments		30,167		19,278	
Capital grants from DfE Group		85,966		573,787	
Purchase of tangible fixed assets		(305,428)		(549,530)	
Net cash (used in)/provided by investing activities			(189,295)		43,535
Cash flows from financing activities					
Advance of long term loan		-		271,727	
Net cash (used in)/provided by financing activities			-		271,727
Net (decrease)/increase in cash and cash equivalents in the reporting period			(302,813)		240,189
Cash and cash equivalents at beginning of the year			1,939,186		1,698,997
Cash and cash equivalents at end of the year			1,636,373		1,939,186
Relating to:					
Bank and cash balances			1,636,373		1,949,562
Bank overdrafts			-		(10,376)

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

1 Accounting policies

Gildredge House Free School is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the Governors' Report.

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

1.1 Basis of preparation

The accounts of the Academy 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 2019 to 2020 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Gildredge House Free School meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

As shown on the SOFA on page 29, the Academy incurred an operational deficit of £371,302 in 2024 and is being supported by the Educational and Skills Funding Agency (ESFA).

The Governors assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Governors make this assessment in respect of a period of at least one year from the date of authorisation for issue of the accounts and, after making appropriate enquiries and based on the confirmation of support from the ESFA, the Board of Governors 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

1.3 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.

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.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies (Continued)

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

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

Donations

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

Other income

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent the Academy 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 accounts until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

1.4 Expenditure

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

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies (Continued)

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

1.5 Tangible fixed assets and depreciation

Assets costing £5,000 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 that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Freehold property	50 years
Computer equipment	3 years
Fixtures, fittings and equipment	10 years

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

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies (Continued)

1.6 Liabilities

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

1.7 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.

1.8 Leased assets

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

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

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.10 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 chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

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

1 Accounting policies (Continued)

1.11 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 and the assets are held separately from those of the Academy Trust.

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. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Academy 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 or expenditure are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses. Actuarial gains and losses are recognised immediately in other recognised gains and losses.

1.12 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 Governors.

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 Education and Skills Funding Agency/Department for Education.

2 Critical accounting estimates and areas of judgement

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

2 Critical accounting estimates and areas of judgement (Continued)

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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Capital grants	-	85,966	85,966	573,787
Other donations	34,448	-	34,448	14,392
	<u>34,448</u>	<u>85,966</u>	<u>120,414</u>	<u>588,179</u>

GILDREDGE HOUSE FREE SCHOOL

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

4 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
DfE/ESFA grants				
General annual grant (GAG)	-	6,490,278	6,490,278	6,374,845
Other DfE/ESFA grants:				
- Pupil premium	-	300,107	300,107	297,392
- Others	-	504,597	504,597	532,215
	-	7,294,982	7,294,982	7,204,452
Other government grants				
Local authority grants	-	104,875	104,875	113,905
Total funding	-	7,399,857	7,399,857	7,318,357

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Lettings income	9,069	-	9,069	12,460
Trips and activities income	-	197,843	197,843	224,749
	9,069	197,843	206,912	237,209

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Short term deposits	30,167	-	30,167	19,278

GILDREDGE HOUSE FREE SCHOOL

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

7 Expenditure

	Staff costs	Non-pay expenditure		Total	Total
	£	Premises	Other	2024	2023
	£	£	£	£	£
Academy's educational operations					
- Direct costs	4,991,654	-	766,714	5,758,368	5,377,072
- Allocated support costs	927,298	1,008,239	434,747	2,370,284	2,776,646
	<u>5,918,952</u>	<u>1,008,239</u>	<u>1,201,461</u>	<u>8,128,652</u>	<u>8,153,718</u>

Net income/(expenditure) for the year includes:

	2024	2023
	£	£
Operating lease rentals	5,628	6,097
Depreciation of tangible fixed assets	449,727	415,599
Fees payable to auditor for:		
- Audit	5,000	4,350
- Other services	2,000	2,000
Net interest on defined benefit pension liability	(20,000)	(2,000)
	<u>(20,000)</u>	<u>(2,000)</u>

8 Charitable activities

	2024	2023
	£	£
All from restricted funds:		
Direct costs		
Educational operations	5,758,368	5,377,072
Support costs		
Educational operations	2,370,284	2,776,646
	<u>8,128,652</u>	<u>8,153,718</u>

Analysis of costs

	2024	2023
	£	£
Direct costs		
Teaching and educational support staff costs	5,021,250	4,652,247
Staff development	40,360	22,033
Educational supplies and services	379,054	319,377
Examination fees	111,249	141,645
Other direct costs	206,455	241,770
	<u>5,758,368</u>	<u>5,377,072</u>

GILDREDGE HOUSE FREE SCHOOL

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

8 Charitable activities (Continued)

	5,758,368	5,377,072
	<u> </u>	<u> </u>
Support costs		
Support staff costs	927,298	869,143
Depreciation	449,727	415,599
Technology costs	146,630	162,471
Recruitment and support	17,970	24,048
Maintenance of premises and equipment	277,225	781,664
Cleaning	16,388	23,445
Energy costs	158,093	111,907
Rent, rates and other occupancy costs	78,094	77,090
Insurance	28,712	26,635
Security and transport	6,082	7,668
Catering	129,884	158,668
Finance costs	(20,000)	(2,000)
Legal costs	62,915	23,689
Other support costs	84,266	90,269
Governance costs	7,000	6,350
	<u> </u>	<u> </u>
	2,370,284	2,776,646
	<u> </u>	<u> </u>

GILDREDGE HOUSE FREE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

9 Staff

Staff costs

Staff costs during the year were:

	2024	2023
	£	£
Wages and salaries	4,441,085	4,046,026
Social security costs	421,122	382,043
Pension costs	905,270	834,000
	<hr/>	<hr/>
Staff costs - employees	5,767,477	5,262,069
Agency staff costs	130,361	252,541
Staff restructuring costs	21,114	-
	<hr/>	<hr/>
	5,918,952	5,514,610
Staff development and other staff costs	69,956	28,813
	<hr/>	<hr/>
Total staff expenditure	5,988,908	5,543,423
	<hr/> <hr/>	<hr/> <hr/>

Staff restructuring costs comprise:

Redundancy payments	21,114	-
	<hr/>	<hr/>

Staff numbers

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

	2024	2023
	Number	Number
Teachers	48	59
Administration and support	79	73
Management	10	8
	<hr/>	<hr/>
	137	140
	<hr/> <hr/>	<hr/> <hr/>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

9 Staff (Continued)

Higher paid staff

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

	2024	2023
	Number	Number
£60,001 - £70,000	2	2
£70,001 - £80,000	3	3
£80,001 - £90,000	1	-
£110,001 - £120,000	-	1
£120,001 - £130,000	1	-
	<u> </u>	<u> </u>

Key management personnel

The key management personnel of the Academy Trust comprise the Governors and the senior leadership team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Academy Trust was £915,633 (2023 : £694,845).

10 Governors' remuneration and expenses

The Executive Head Teacher and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of Executive Head Teacher and staff, and not in respect of their services as Governors. Other Governors did not receive any payments, other than expenses, from the Academy Trust in respect of their role as Governors.

The value of Governors' remuneration and other benefits was as follows:

Craig Bull (Executive Head Teacher and Staff Governor):

Remuneration £120,000 - £130,000 (2023: £110,000 - £120,000)

Employer's pension contributions paid £30,000 - £35,000 (2023: £25,000 - £30,000)

During the period ended 31 August 2024, training and other expenses relating to all the trustees totalling £3,119 (2023: £1,184) were paid directly to third parties.

One or more of the Governors has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Executive Head Teacher and other staff Governors only receive remuneration in respect of services they provide undertaking the roles of Executive Head Teacher and staff members under their contracts of employment, and not in respect of their services as Governors.

GILDREDGE HOUSE FREE SCHOOL

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

11 Governors' 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 Governors and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business, and provides cover up to £10,000,000. It is not possible to quantify the Governors and officers indemnity element from the overall cost of the RPA scheme.

12 Tangible fixed assets

	Freehold property	Computer equipment	Fixtures, fittings and equipment	Total
	£	£	£	£
Cost				
At 1 September 2023	13,037,113	989,617	1,344,445	15,371,175
Additions	51,259	139,952	114,217	305,428
Disposals	-	(684,304)	-	(684,304)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 August 2024	13,088,372	445,265	1,458,662	14,992,299
	<hr/>	<hr/>	<hr/>	<hr/>
Depreciation				
At 1 September 2023	2,095,979	903,096	1,055,997	4,055,072
On disposals	-	(684,304)	-	(684,304)
Charge for the year	246,767	57,094	145,866	449,727
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 August 2024	2,342,746	275,886	1,201,863	3,820,495
	<hr/>	<hr/>	<hr/>	<hr/>
Net book value				
At 31 August 2024	10,745,626	169,379	256,799	11,171,804
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 August 2023	10,941,134	86,521	288,448	11,316,103
	<hr/>	<hr/>	<hr/>	<hr/>

13 Debtors

	2024	2023
	£	£
Trade debtors	450	441
VAT recoverable	179,481	223,129
Other debtors	101,297	48,129
Prepayments and accrued income	69,470	32,696
	<hr/>	<hr/>
	350,698	304,395
	<hr/>	<hr/>

GILDREDGE HOUSE FREE SCHOOL**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024****14 Creditors: amounts falling due within one year**

	2024	2023
	£	£
Government loans	27,173	27,173
Bank overdrafts	-	10,376
Trade creditors	302,546	282,046
Other taxation and social security	208,440	180,174
Other creditors	17,255	58,319
Accruals and deferred income	28,456	70,665
	<u>583,870</u>	<u>628,753</u>

15 Creditors: amounts falling due after more than one year

	2024	2023
	£	£
Government loans	244,554	244,554
	<u>244,554</u>	<u>244,554</u>

Analysis of loans	2024	2023
	£	£
Wholly repayable within ten years	271,727	271,727
Less: included in current liabilities	(27,173)	(27,173)
	<u>244,554</u>	<u>244,554</u>

Loan maturity

Debt due in one year or less	27,173	27,173
Due in more than one year but not more than two years	27,173	27,173
Due in more than two years but not more than five years	81,518	81,518
Due in more than five years	135,863	135,863
	<u>271,727</u>	<u>271,727</u>

GILDREDGE HOUSE FREE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

16 Deferred income	2024	2023
	£	£
Deferred income is included within:		
Creditors due within one year	15,146	45,065
	<u> </u>	<u> </u>
Deferred income at 1 September 2023	45,065	13,033
Released from previous years	(45,065)	(13,033)
Amounts deferred in the year	15,146	45,065
	<u> </u>	<u> </u>
Deferred income at 31 August 2024	15,146	45,065
	<u> </u>	<u> </u>

At the balance sheet date, the Academy Trust was holding funds in advance of £9,569 for school trips and activities that will take place in late 2024 to 2025. The Academy Trust was also holding funds in advance of £5,577 for Local Authority SEN Funding for September 2024.

GILDREDGE HOUSE FREE SCHOOL

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

17 Funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted general funds					
General Annual Grant (GAG)	1,097,711	6,490,278	(6,567,891)	(38,060)	982,038
Pupil premium	-	300,107	(300,107)	-	-
Other DfE / ESFA grants	-	504,597	(504,597)	-	-
Other government grants	-	104,875	(104,875)	-	-
Other restricted funds	34,539	197,843	(206,455)	-	25,927
Pension reserve	261,000	-	5,000	62,000	328,000
	<u>1,393,250</u>	<u>7,597,700</u>	<u>(7,678,925)</u>	<u>23,940</u>	<u>1,335,965</u>
Restricted fixed asset funds					
DfE group capital grants	<u>11,302,112</u>	<u>85,966</u>	<u>(449,727)</u>	<u>38,060</u>	<u>10,976,411</u>
Total restricted funds	<u>12,695,362</u>	<u>7,683,666</u>	<u>(8,128,652)</u>	<u>62,000</u>	<u>12,312,376</u>
Unrestricted funds					
General funds	<u>262,391</u>	<u>73,684</u>	<u>-</u>	<u>-</u>	<u>336,075</u>
Total funds	<u>12,957,753</u>	<u>7,757,350</u>	<u>(8,128,652)</u>	<u>62,000</u>	<u>12,648,451</u>

GILDREDGE HOUSE FREE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

17 Funds (Continued)

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

General Annual Grant (GAG) must be used for the normal running costs of the Academy Trust. 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 2024.

Pupil Premium are additional funds to support disadvantaged pupils and close the attainment gap between them and their peers.

Other DfE/ESFA grants are for particular purposes within the Academy Trust's educational operations.

Other government grants include money received from the Local Authority in support of disadvantaged pupils.

Other restricted funds include monies in regards to trips and activities.

The costs and income associated with the defined benefit pension scheme have been recorded in the restricted general fund. Staff costs are paid from this fund, including contributions to the LGPS, and the pension liability has therefore been aligned with those costs.

DfE/ESFA capital grants represents capital monies received during the period from the ESFA. These monies had all been spent in the period. Depreciation relating to capital items bought with these grants is charged to this fund as it occurs.

Unrestricted funds represents funds generated via activities such as from school uniform sales, bank interest receivable and donations. The surplus on this fund at the end of the financial period and after the transfer from other restricted funds was £336,075 and can be used at the discretion of the Governors to meet the charitable objectives of the Academy Trust.

The Academy Trust GAG fund is carrying a net surplus of £982,038 (2023: £1,097,711) on restricted general funds (excluding pension reserve) plus unrestricted funds. Gildredge House has generally performed well in their control of operational income over expenditure in the financial year 2023/24. With an operational surplus £1,046,675 excluding depreciation and pensions liabilities. The operational surplus includes £103,240 agreed to be spent out of the existing reserves.

GILDREDGE HOUSE FREE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

17 Funds (Continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	1,195,703	6,374,845	(6,472,837)	-	1,097,711
Pupil premium	-	297,392	(297,392)	-	-
Other DfE / ESFA grants	-	532,215	(532,215)	-	-
Other government grants	-	113,905	(113,905)	-	-
Other restricted funds	51,560	224,749	(241,770)	-	34,539
Pension reserve	(31,000)	-	(80,000)	372,000	261,000
	<u>1,216,263</u>	<u>7,543,106</u>	<u>(7,738,119)</u>	<u>372,000</u>	<u>1,393,250</u>
Restricted fixed asset funds					
DfE group capital grants	11,143,924	573,787	(415,599)	-	11,302,112
	<u>11,143,924</u>	<u>573,787</u>	<u>(415,599)</u>	<u>-</u>	<u>11,302,112</u>
Total restricted funds	<u>12,360,187</u>	<u>8,116,893</u>	<u>(8,153,718)</u>	<u>372,000</u>	<u>12,695,362</u>
Unrestricted funds					
General funds	216,261	46,130	-	-	262,391
	<u>216,261</u>	<u>46,130</u>	<u>-</u>	<u>-</u>	<u>262,391</u>
Total funds	<u>12,576,448</u>	<u>8,163,023</u>	<u>(8,153,718)</u>	<u>372,000</u>	<u>12,957,753</u>

GILDREDGE HOUSE FREE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General Fixed asset £ £		Total Funds £
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	195,393	10,976,411	11,171,804
Current assets	336,075	1,650,996	-	1,987,071
Current liabilities	-	(583,870)	-	(583,870)
Non-current liabilities	-	(244,554)	-	(244,554)
Provisions for liabilities	-	(10,000)	-	(10,000)
Pension scheme asset	-	328,000	-	328,000
Total net assets	336,075	1,335,965	10,976,411	12,648,451

	Unrestricted Funds £	Restricted funds: General Fixed asset £ £		Total Funds £
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	65,253	11,250,850	11,316,103
Current assets	262,391	1,940,304	51,262	2,253,957
Current liabilities	-	(628,753)	-	(628,753)
Non-current liabilities	-	(244,554)	-	(244,554)
Pension scheme asset	-	261,000	-	261,000
Total net assets	262,391	1,393,250	11,302,112	12,957,753

19 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 East Sussex County Council. Both are multi- employer defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS to the period ended 31 March 2022.

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

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

19 Pension and similar obligations (Continued)

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

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

The employer's pension costs paid to the TPS in the period amounted to £735,794 (2023: £643,027).

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.

GILDREDGE HOUSE FREE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations (Continued)

Local Government Pension Scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 18.9% for employers and employee rates vary according to salary levels.

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

Total contributions made	2024	2023
	£	£
Employer's contributions	221,000	176,000
Employees' contributions	72,000	59,000
	<u>293,000</u>	<u>235,000</u>

Principal actuarial assumptions	2024	2023
	%	%
Rate of increase in salaries	3.80	3.90
Rate of increase for pensions in payment/inflation	2.80	2.90
Discount rate for scheme liabilities	5.10	5.30
Expected return on assets	9.26	-1.77
	<u>9.26</u>	<u>-1.77</u>

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

	2024	2023
	Years	Years
Retiring today		
- Males	20.8	20.9
- Females	23.8	23.8
Retiring in 20 years		
- Males	21.8	21.9
- Females	25.4	25.3
	<u>25.4</u>	<u>25.3</u>

GILDREDGE HOUSE FREE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations (Continued)

Sensitivity analysis

Defined benefit pension scheme net asset	2024	2023
	£	£
Scheme assets	3,099,000	2,571,000
Scheme obligations	(2,771,000)	(2,310,000)
Net asset	<u>328,000</u>	<u>261,000</u>

The Academy Trust's share of the assets in the scheme	2024	2023
	Fair value	Fair value
	£	£
Equities	2,120,000	1,987,000
Bonds	470,000	363,000
Property	457,000	184,000
Other assets	52,000	37,000
Total market value of assets	<u>3,099,000</u>	<u>2,571,000</u>

The actual return on scheme assets was £251,000 (2023: £236,000).

Amount recognised in the statement of financial activities	2024	2023
	£	£
Current service cost	238,000	260,000
Interest cost	(20,000)	(2,000)
Total operating charge	<u>218,000</u>	<u>258,000</u>

GILDREDGE HOUSE FREE SCHOOL

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

19 Pension and similar obligations (Continued)

Changes in the present value of defined benefit obligations	2024
	£
At 1 September 2023	2,310,000
Current service cost	236,000
Interest cost	124,000
Employee contributions	72,000
Actuarial loss/(gain)	45,000
Benefits paid	(16,000)
	<hr/>
At 31 August 2024	2,771,000
	<hr/> <hr/>

Changes in the fair value of the Academy Trust's share of scheme assets	2024
	£
At 1 September 2023	2,571,000
Interest income	144,000
Actuarial gain	107,000
Employer contributions	221,000
Employee contributions	72,000
Benefits paid	(16,000)
	<hr/>
At 31 August 2024	3,099,000
	<hr/> <hr/>

GILDREDGE HOUSE FREE SCHOOL

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

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

	Notes	2024 £	2023 £
Net (expenditure)/income for the reporting period (as per the statement of financial activities)		(371,302)	9,305
Adjusted for:			
Capital grants from DfE and other capital income		(85,966)	(573,787)
Investment income receivable	6	(30,167)	(19,278)
Defined benefit pension costs less contributions payable	19	15,000	82,000
Defined benefit pension scheme finance income	19	(20,000)	(2,000)
Depreciation of tangible fixed assets		449,727	415,599
(Increase) in debtors		(46,303)	(119,335)
(Decrease)/increase in creditors		(34,507)	132,423
Increase in provisions		10,000	-
Net cash used in operating activities		<u>(113,518)</u>	<u>(75,073)</u>

21 Analysis of changes in net funds

	1 September 2023 £	Cash flows £	31 August 2024 £
Cash	1,949,562	(313,189)	1,636,373
Overdraft facility repayable on demand	(10,376)	10,376	-
	<u>1,939,186</u>	<u>(302,813)</u>	<u>1,636,373</u>
Loans falling due within one year	(27,173)	-	(27,173)
Loans falling due after more than one year	(244,554)	-	(244,554)
	<u>1,667,459</u>	<u>(302,813)</u>	<u>1,364,646</u>

GILDREDGE HOUSE FREE SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

22 Long-term commitments

Operating leases

At 31 August 2024 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2024	2023
	£	£
Amounts due in two and five years	10,318	-
	<u> </u>	<u> </u>

23 Related party transactions

Owing to the nature of the Academy Trust's operations and the composition of the Board of Governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the Academy Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy Trust's financial regulations and normal procurement procedures.

Expenditure related party transactions

No related party transactions took place in the period of account other than certain Governors' remuneration and expenses already disclosed in note 10.

24 Members' liability

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