

Registration number: 07546118

West Norfolk Academies Trust

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2024

Hayhow & Co
19 King Street
Kings Lynn
Norfolk
PE30 1HB

West Norfolk Academies Trust

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West Norfolk Academies Trust

Reference and administrative details

Members	Mr H Livesey Mrs A Arterton Mr M Brannon Mr M Sale (appointed 31 January 2024 and resigned 9 July 2024) Dr C Lloyd (appointed 27 March 2024)
Trustees (Directors)	Mr H Livesey, Chair of Trustees Mrs A Arterton, Vice Chair of Trustees (resigned 31 August 2024) Mr A Johnson, Headteacher, Accounting Office and CEO Mr K Baldwin Mr A Yates Mr P Harris Mr P Bland Mr M Ballman Mr R Lodge Mrs T Cornwell Mrs P King Dr R Wood Mr T Allen
Chief Executive Officer	Mr A Johnson
Director of Finance and Administration	Mrs G Howell
Senior Management Team	Mr A Johnson, Executive Headteacher and CEO Mr N Wills-Gillings, Trust Executive Deputy Headteacher Ms R Walker, Deputy CEO
Principal and Registered Office	Queensway Gaywood Kings Lynn Norfolk PE30 4AW
Company Registration Number	07546118

West Norfolk Academies Trust

Reference and administrative details (continued)

Auditors	Hayhow & Co 19 King Street Kings Lynn Norfolk PE30 1HB
Bankers	Lloyds TSB Bank Plc High Street Kings Lynn Norfolk PE30 1BP
Solicitors	Ward Gethin Archer 10 Tuesday Market Place Kings Lynn Norfolk PE30 1JT

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024

The Trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31/08/2024. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

West Norfolk Academies Trust operates in West Norfolk, under the names Springwood High School, St Clement's High School, Marshland High School, Smithdon High School, Snettisham Primary School, West Lynn Primary School, Clenchwarton Primary School, Walpole Cross Keys Primary School, Heacham Infants and Nursery School, Heacham Junior School and Gaywood Primary School. The eleven schools have a combined pupil capacity of 5,176 and had a roll of 5,060 in the October 2023 school census.

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 company registration number is 07546118.

The governors act as the trustees for the charitable activities of West Norfolk Academies Trust and are also the directors of the charitable company for the purposes of company law.

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

Members' liability

Each member of the charitable company undertakes to contribute to the assets of the 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 cease to be a member.

Trustees' indemnities

The academy trust through its Articles has indemnified its Trustees to the fullest extent permissible by law. During the period the Academy also purchased and maintained liability insurance for its Trustees.

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees, which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust. Provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty, or which was committed by the Trustees in reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as directors of the Academy Trust. In accordance with normal commercial practice the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The insurance provides cover up to £10 million on any one claim and in aggregate for the year.

Method of recruitment and appointment or election of Trustees

The management of the Academy Trust is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association. Trustees may nominate new trustees, who are co-opted to the Board of Trustees by majority vote of the Members. Selection is based on experience and expertise that will enhance the functioning of the Board of Trustees. The Trustees are directors of the charitable company for the purposes of the Companies Act 2006 and Trustees for the purposes of charity legislation.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Policies and procedures adopted for the induction and training of Trustees

New Trustees are inducted by the Chair and Executive Head Teacher who arrange relevant training, depending on their existing experience. New Trustees are offered tours of the schools and a chance to meet staff and students. They are given access to policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustee.

Organisational structure

There are three levels within the management structure of the Academy Trust:

The Members and Trustees, the local Advisory governing bodies of each school and the Executive Leadership Team.

The Members and Trustees are the controlling body of the charitable company and they are responsible for the strategic management and direction of the Academy Trust. They manage all resource decisions across the Academy Trust and are supported by delegated committees in the form of a dedicated Audit and Risk Committee alongside a Finance and General Purposes committee. These committees provide advice on all decisions where appropriate.

The Local Advisory Governing bodies manage local issues relating to curriculum, performance and achievement. The Executive Head Teacher/Accounting Officer (who is a Trustee) is supported by a Deputy Chief Executive Officer (DCEO), a Trust Director of Curriculum (DOC), three secondary Head Teachers and three Primary Heads providing educational leadership across the Trust and monitoring performance and achievement. The Chief Finance and Operations Officer (CFOO) is a member of the executive team and manages all operational teams across the Trust.

Day to day decisions are made by this group in conjunction with senior leadership teams in each of the schools. The CEO and deputy CEO have alternating 1:1 and group meetings with Secondary Head Teachers each week. The Deputy CEO also has alternating 1:1 and group meetings with the Primary Head Teachers each week.

Arrangements for setting pay and remuneration of key management personnel

Performance reviews take place in early Autumn Term focusing on the previous year's outcomes.

Executive Team salaries are reviewed by the Chair and two representatives of the Trustees.

The Review Panel draft recommendations and consult the Chief Finance and Operations Officer (CFOO) then refer to a full Trustees meeting for ratification.

The Chief Executive and two Trustees review the performance of Trust Head Teachers and make any recommendations to the Trustees for approval.

The Chief Executive and a member of the Executive Leadership team with the local Head Teacher review the salaries of the Operational Leadership teams and inform the Trustees of recommendations.

The Chief Executives salary as a headteacher is reviewed and set by the trustees.

All recommendations are discussed with the (CFOO) and Chair of Finance to affirm affordability.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
7	6

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	5
1%-50%	2

Percentage of pay bill spent on facility time

	2024
Provide the total cost of facility time	3,193
Provide the total pay bill	28,540,328

Paid trade union activities

	2024
Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	12

Trustees should refer to Statutory Instrument 2017 No. 328, The Trade Union Facility Time Publication Requirements Regulations 2017 for calculation details.

The percentage of pay bill spent on facility time is less than 1%, and is therefore not disclosed as a separate %.

Risk management

The Trustees have assessed the major risks to which the Academy Trust is exposed, in particular those related to the operations and finances of the Academy Trust, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks. The Academy Trust has a formal risk management process to assess business risks and to implement risk management strategies. This process involves identifying the types of risk the Academy Trust faces, scoring and prioritising the risks in terms of their potential operational and financial impact, assessing the likelihood of occurrence, and identifying means of mitigating the risks. A risk register is maintained and reviewed on a regular basis.

Connected organisations, including related party relationships

The Trust has established strong Partnerships with King's Lynn Football Club, West Norfolk Jubilee Youth Orchestra, WNMC, and Kings Lynn Choir. The Academy Trust has strong collaborative links with other cluster schools and contributes significantly to the provision of both music and PE in local academy and LA partner primary schools.

Engagement with suppliers, customers and others in a business relationship with the academy trust

The Chief Finance and Operations Officer communicate regularly with regular suppliers and ensure payment of invoices are prompt. The CFOO has developed positive relationships with those providing services including construction companies and caterers.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Objectives and activities

Objects and aims

The Academy Trust objectives are set out in the Articles of Association. In summary the principle object of the Academy Trust is to advance for the public benefit education by establishing, maintaining, carrying on, managing and developing schools by offering a broad and balanced curriculum in West Norfolk.

- to provide high quality education that enables all children to reach their maximum potential;
- to provide a positive, enjoyable learning experience in a safe and secure environment;
- to improve the quality of educational provision and resources through financial management that maximises the benefits of the size of the Academy Trust.

Objectives, strategies and activities

The principle objective of West Norfolk Academy Trust during this period was to establish itself as a high-quality education provider in all eleven of its member schools. The Trust continues to encourage and develop high quality teaching in a well-resourced environment, embedding strong curriculum plans, through robust leadership. The Trust is committed to developing secure collaboration links between its member schools, establishing best practices where appropriate and developing high quality systems across our schools.

All schools within our Trust have benefited from the schools conditions allocation and have received significant investments into their IT infrastructure, creating a more modern, attractive environment, whilst also ensuring that our pupils have access to the most up to date equipment.

West Norfolk Academies Trust remains dedicated to the exploration, development and adoption of new teaching tools and materials that will enhance both the Trusts teaching practices and also the experiences of our students.

Public benefit

The academy trust provides educational services to all children in the local area. The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

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

The Academy Trust aims to advance, for the public benefit, education in West Norfolk. The Academy Trust provides facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of the said community. As an Academy Trust we have a duty to support other schools. We support these schools through use of our premises and specialist skills in the arts, maths, music, and sport subjects.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Strategic Report

Achievements and performance

All secondary schools are at least in line with the National average for 5+ in English and Maths GCSE

Springwood High School Sixth Form saw just under half of its students achieving *A-B grades. this year 43 students became Norfolk Scholars.

There were two Secondary Ofsted Inspections during the Academic year, Smithdon High School who achieved Good in all areas and Marshland High School who remained Good.

The Primary Schools within the Trust follow a Knowledge Rich Curriculum from Nursery to Year 6.

The Primary schools carried out the National tests last year. There is clear evidence that the embedded curriculum continues to have an impact on the results for our pupils with the Trust having all its schools inline or above the combined National for Key Stage 2.

The Primary schools continue to have strong results in EYFS, Phonics and Key Stage 1. Strengths in the data were EYFS, Phonics and Key stage 1. We saw an increase in the average result in the Year 4 Multiplication tests but continue to have a focus.

There was one Primary Ofsted Inspection during the Academic year, Walpole Cross Keys Primary, who remained Good.

The Key strategic aim continues to be the raising of achievement year on year in every school.

Financially the Trust continues to monitor expenditure and maintain adequate staffing levels. Every appointment is approved by the CEO and Chief Finance Officer. Reserves are maintained as far as possible but are released to meet any urgent needs.

Going concern

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

Promoting the success of the academy

The Trust is aware of its role within the community and places great importance in fostering good relationships. Communication with parents is regular through the website, email and messaging in addition to regular parents' evenings.

The CFOO has developed positive relationships with those providing services including construction companies, equipment suppliers and caterers and ensures payment of invoices are prompt. The Trust engages a press officer who actively promotes a positive view of whole trust and individual school activities.

The key measure of success is, of course, successful outcomes and each trust school is held to account in this area. However school success is also dependent on parental satisfaction and student happiness. The trust encourages schools to provide a rich curriculum of cultural and sporting activities. Music clubs thrive. The Trust orchestra has performed at events in the community and in national events too.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Financial review

The Statement of Financial Activities for the period ending 31st August 2024 shows a surplus before the pension gain adjustments of £164,288 (2023 Deficit: £199,325) on unrestricted funds and a surplus of £690,221 (Surplus 2023: £646,761) on restricted general funds i.e. a total surplus on revenue activities of £854,509 (Surplus 2023: £447,436). Following the actuary's valuation of Local Government Pension Scheme, there was an increase to the academy's pension asset (see note 23 for details) to £1,281,000 asset/liability (2023:£355,000 asset).

Most of the school's income is in the form of recurring grants from the Department for Education (DfE) which are provided under the funding agreement with the Trust. The use of this income is restricted to particular purposes. The DfE grants received by the trust for the period ended 31 August 2024 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities. The school also received capital formula grants of £1,804,701. These grants are used for the purchase of fixed assets.

In accordance with the Charity Commission's Statement of Recommended Practice (the SORP) Accounting and Reporting by Charities FRS 102, such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges in accordance with the school's accounting policy, over the asset's expected useful life. On 31 August 2024 the net book value of fixed assets including the land and buildings was £37,931,066 (2023: £36,696,955).

The principal sources of funding and how expenditure has supported the key objectives of the academy trust

Most of the Academy Trust's income is obtained from the Department for Education (DfE) via the Educational Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes.

The principal funding received from the DfE is the General Annual Grant (GAG), paid monthly by the ESFA. On average, staffing costs absorb 80-85% of the grant, occupational costs account for 12% and the balance contributes to educational and administration costs.

Pupil Premium, targeted at students who have received free school meals at some time in their school life, is an important source of funding that enables the schools to develop strategies that contribute to on-going improvement in achievement.

The grants received from the DfE during the year ended 31 August 2024 and the associated expenditure are shown as Restricted Funds in the Statement of financial activities. There are other amounts of income in relation to donations, fundraising, catering sales, school trips and music lessons.

The Academy Trust also receives grants for fixed assets from the DfE and these are shown in the Statement of Financial Activities as restricted income in the Restricted Fixed Asset Fund. 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 Trust's accounting policies.

The Academy Trust is committed to bidding for any available funding that will enable improvement and is developing strategies to maximise service provision and procurement across the Academy Trust to enable schools to benefit from economies of scale.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Financial and risk management objectives and policies

The Academy Trust has agreed a Risk Management Strategy, a Risk Register, and a Risk Management Plan. These have been discussed by Trustees and include the financial risks to the Academy Trust. The register and plan are constantly reviewed considering any new information and formally reviewed annually.

The Trustees have assessed the major risks to which the Academy Trust is exposed, those relating to its finances, teaching, facilities and other operational areas. The Trustees have implemented several systems to assess and minimise those risks, including internal controls described elsewhere. Where significant financial risk still remains, they have ensured they have adequate insurance cover.

The Trustees examine the financial health formally every term, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Trustees' and Finance Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

At the year end, the Academy Trust had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on liquidity. The Trustees recognise the defined benefit scheme (Local Government Pension Scheme), which is set out in Note 23 to the financial statements, represents an asset for the current year, which has previously been a significant potential liability. However, as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future as necessary, this risk from this previous liability is minimised.

Reserves policy

The Trustees review the reserve levels of the Academy Trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy Trust, the uncertainty over future income streams and other key risks identified during the risk review.

The Trustees have determined that the appropriate level of free cash reserves should be the equivalent of approximately one months salary bill or £100,000 whichever is the higher. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance, a fall in pupil numbers resulting in losing a classroom but not wanting to lose a teacher, or a rise in pupil numbers meaning not enough funding to teach the pupils.

The Academy Trust's current level of reserves is £46,129,142, of which £2,117,596 is free reserves (total funds less the amount held fixed assets and restricted funds). Restricted funds (excluding fixed assets) are currently in surplus which includes the LGPS asset. The Academy Trust is taking steps to eliminate deficit's on individual schools and will make additional contributions in future periods when necessary.

Under the Accounting Requirements of the FRS17 it is necessary to account for projected pension assets/liabilities on the LGPS to a specific reserve, reflecting the long term liability on the balance sheet. This reserve is discounted when applying the surplus requirements described above, as these are long term assets/liabilities, which do not represent a liquidity problem for the Academy Trust (see note 23).

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Investment policy

The Trust regularly monitor Cash Flow and Current a/c balances to ensure immediate financial commitments can be met (payroll and payments runs) and that the current accounts have adequate balances to meet forthcoming commitments.

The Trust chooses a cautious approach to investment preferring:

1. Investments for a maximum of one year
2. Investment with the Trust's bankers.

Trustees seek to ensure no monies are lost through risky investments and that investments are accessible at short notice if required. The Trust will avoid any of its current accounts going overdrawn.

The Trust will identify funds surplus to immediate cash requirements and transfer to Lloyds TSB high Interest Deposit Account. In 2023/24 an investment of £300,000 was made. The policy requires retention of the equivalent to one month's salaries in the current account.

The Trust periodically (at least annually) review interest rates and compare with other investment opportunities.

The Trust's current policy is to only invest funds in risk free and immediately accessible deposit accounts.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Principal risks and uncertainties

The principal risks and uncertainties facing the Academy Trust are as follows:

The Current Financial risks for which the academy Trust is planning are the significant pay rises that have recently been awarded to Teaching staff and the uncertainty surrounding support staff increases. This could significantly erode any reserves established over the coming three years.

In addition to staffing unprecedented rises in both Electricity and gas, combined with inflationary increases on all other supplies across the sector create a significant risk for the Trust as a whole. With this in mind, the Trustees are planning to further centralise essential services in order to reduce overheads. Sharing staff across schools will enable reduction in staffing in individual schools. There will be a full staffing analysis across the Academy Trust and plans put in place to maximise the benefits of academy status. The Trust always seeks economies through natural wastage in the first instance wherever possible.

Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Academy Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks. The Trust engage a qualified accountant to carry out financial checks in each school. These reports are considered by the Trustees as the audit committee.

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

Safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety and discipline. Staffing - the success of the Academy Trust is reliant on the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Fraud and mismanagement of funds - The Academy Trust has appointed both a Responsible Officer and an independent scrutineer to carry out checks on financial systems and records as required by the Academy Financial Handbook.

All finance staff receive training to keep them up to date with financial practice requirements and develop their skills in this area. Monthly checks by the independent internal scrutineer provide on-going monitoring.

Fundraising

The Trust schools do not involve themselves in fundraising but encourage independent Parent and Teacher Associations to organise events and support the school wherever possible. All such groups are closely monitored. The trust does not engage any external fundraisers.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Streamlined Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period	1 September 2023 to 31 August 2024	1 September 2022 to 31 August 2023
Energy consumption used to calculate emissions (kWh)	5,246,950	5,276,589
Energy consumption break down (kWh)		
Gas	1,949,872	2,055,637
Electricity	1,845,958	1,933,462
Transport fuel	107,155	89,847
Fuel Oil	1,343,966	1,197,643
Scope 1 emissions in metric tonnes CO2e		
Owned transport - mini-buses	19.44	12.49
Gas consumption/LGP/Fuel	693.58	672.40
Total scope 1	713.02	684.89
Scope 2 emissions in metric tonnes CO2e		
Purchased electricity	382.21	396.28
Scope 3 emissions in metric tonnes CO2e		
Business travel in employee-owned vehicles	42.14	43.67
Total gross emissions in metric tonnes CO2e	1137.37	1124.84
Intensity ratio		
Tonnes CO2e per pupil	0.22	0.22

Quantification and Reporting Methodology:

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol - Corporate Standard and have used the 2024 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

Currently no information available in regards to refuse or WEEE. Therefore, unable to include within the SECR.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Measures taken to improve energy efficiency

The majority of improvements have been conducted as follows.

1 SHS Upper school ceilings removed and replaced with suspended ceiling grid system incorporating new LED lights where required.

2 SHS 80% of upper school roof system replaced incorporating additional insulation of 150mm as per industry standard. Project ongoing at time of report.

3 SHS Obsolete oil boilers removed from upper school and replaced with 95 % efficient gas boilers. Project ongoing at time of report.

4 MHS Hall and Science room roof replaced incorporating additional insulation of 150 mm as per industry standard.

5 MHS 80% pitched roof retiled incorporating upgraded insulation and removal of obsolete skylights.

6 MHS Single glazed wooden framed windows replaced in Science room for modern double-glazed units.

7 WCK Installation of LPG fed wet heating system to remove reliance on electric heating across the school.

8 CWP Single glazed windows replaced for modern double-glazed units in two rear classrooms.

9 GWP Flat roof to original block replaced incorporating upgraded insulation at 150 mm as per industry standard.

10 HIS Flat roof above reception repaired and insulation included as part of requirements.

11 WNAT Internal energy report produced to show consumption levels compared to previous year to identify trending and performance at each site.

All mechanical and electrical equipment has been regularly serviced with repairs carried out where required.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Plans for future periods

The Academy Trust will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all levels. The Academy Trust will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

The Academy Trust will continue to work with partner schools to improve the educational opportunities for students in the wider community. The Academy Trust will continue to promote a wide range of extra-curricular activities and seek to increase student engagement in these activities.

The Trustees will only consider further limited expansion of the Trust where there is sufficient capacity to ensure Trust aims and objectives can be achieved.

West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

Employment of disabled persons

In accordance with the Academy Trust's equal opportunities policy, the Academy Trust has long established fair employment practices in the recruitment, selection, retention and training of disabled staff.

The Trustees recognise that equal opportunities should be an integral part of good practice within the workplace. The Academy Trust aims to establish equal opportunity in all areas of its activities, including creating a working environment in which the contribution and needs of all people are fully valued.

The Academy Trust welcomes applications for employment from those with a disability and applications for places from students with disabilities. The Academy Trust's recruitment process ensures that applicants for posts are shortlisted on the basis of how their qualifications and experience match the specification for the job. The Academy Trust recognises that some disabled people will need adjustments made in order for them to do the job. The Academy Trust will look at what changes could be made to the workplace or to the way the work is done and make any changes that are reasonable.

If an employee develops a disability, the Academy Trust will make every effort to retain his/her services by making reasonable adjustments to the workplace, the methods of working or by finding another suitable role for him/her. When decisions are made about an individual, the only personal characteristics or circumstances taken into account will be those which are necessary for the proper performance of the work involved. As part of the performance management process, disabled employees will be given the opportunity to discuss what can be done to develop and use their abilities.

Disabled students applying for a place at the Academy Trust will undergo the standard admissions procedure; offers of a place will be made on the basis laid down in the Admissions Policy and Procedures. When planning educational and other activities outside the school day, staff organising the events will carefully consider the types of activity and the adjustments that can be made so that disabled colleagues and students can take part fully.

Full details of these policies are available from the Academy Trust's offices.

Description of employee consultation

The Academy Trust uses a structured system of line-management and Performance Management of all staff, through which communication in both directions is encouraged. Regular staff meetings on a departmental, house and whole of school level are held to share and discuss information, achievement and changes. Monthly newsletters and a daily bulletin are used to update staff on operational and developmental issues. The Academy Trust has implemented a number of detailed policies in relation to all aspects of personnel matters including but not limited to:

- Equality and diversity policy
- Safe guarding Policy
- Health and safety policy
- Online safety policy
- Recruitment and selection policy

Auditor

Insofar as the Trustees are aware:

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

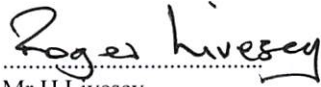
West Norfolk Academies Trust

Trustees' report for the Year Ended 31 August 2024 (continued)

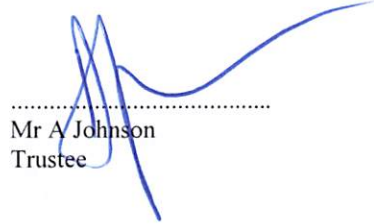
Reappointment of auditor

The auditors Hayhow & Co are deemed to be reappointed under section 487(2) of the Companies Act 2006.

The trustees' report, incorporating a Strategic Report, was approved by order of the board of trustees as the company directors on 18 December 2024 and signed on its behalf by:



.....
Mr H Livesey
Trustee



.....
Mr A Johnson
Trustee

West Norfolk Academies Trust

Governance statement

Statement on governance and internal control

The current Governance Framework consists of both Trustees and Local Governing bodies (LGB's) There are also delegated committees for both Finance and General purposes and Audit and Risk.

LGB's have delegated responsibility for monitoring areas such as pupil performance, Data, Staffing levels and pupil premium and sports premium strategies. LGB's meet 6 times per year and review these specific areas.

All other delegated committees (Finance and General Purposes and Audit and Risk committees) contain Trustees within their board. The Finance and General Purposes Committee scrutinise all areas of Finance, Site, IT and Health and Safety and meet a minimum of termly. The Audit and Risk committee cover all areas of Risk and compliance and meet a minimum of termly but increase in frequency according to the risks posed at that time.

There is a meeting of the full Trustee board at least six times per year and the full Trustees consider all areas of Governance including but not limited to, the following areas across all schools within West Norfolk Academies Trust:

- Strategic and Reputational
- Data
- HR
- Finance
- Policies
- Pupils
- Education Strategies
- Curriculum
- Audit and Risk
- IT
- Site

All Trustees are required to complete a conflict of interest's declaration annually and any conflict declared will be considered and dealt with in accordance with guidance issued by the charities commission.

The board reviews its effectiveness annually via the School Resource Management self-assessment checklist and during 23/24 also commissioned an independent review of Governance. An independent Governance review will be completed biannually moving forward. As a result of this year's independent Governance review the Trust has adopted a Risk Register for each LGB to give structure for each area of focus. This will be embedded moving forward.

Scope of responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to Mr A Johnson, Trustee, as accounting officer for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between West Norfolk Academies Trust and the Secretary of State for Education. They are also responsible for reporting to the Audit Committee and Board of Trustees any material weaknesses or breakdowns in internal control.

West Norfolk Academies Trust
Governance statement (continued)

Governance

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 8 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Attendees	Meetings attended	Out of a possible
Mr H Livesey, Chair of Trustees	8	8
Mrs A Arterton	8	8
Mr K Baldwin	6	8
Mr A Johnson, Headteacher, Accounting Office and CEO	8	8
Mr A Yates	5	8
Mr P Harris	7	8
Mr P Bland	7	8
Mr M Ballman	7	8
Mr R Lodge	7	8
Mrs T Cornwell	4	8
Mrs P King	5	8
Dr R Wood	7	8
Mr T Allen	7	8

Governance reviews

The Trust engage a qualified, independent person to visit each finance officer responsible for each school as well as visit the Trust Finance Manager responsible for Trust accounts.

At each visit internal processes and procedures are checked to ensure accuracy, segregation of duties, best value and compliance.

The key areas this year have been:

- Invoice payments
- Appropriate processes for quotations and/or tenders
- Payroll checking salaries against HR records
- Overtime payments and additional payroll items
- Income records
- Bank reconciliations

A report for each visit is sent to the Audit Committee, on a quarterly basis. No material control issues have been identified as a result of those visits.

West Norfolk Academies Trust

Governance statement (continued)

The Finance and General Purposes Committee is a sub-committee of the main board of trustees. Its purpose is to meet regularly to review finances against budgets, and to monitor progress on all building projects and issues. They also oversee the spending of the Schools Condition Allocation.

They:

- monitor all budgets and prepare annual budgets for the governing body;
- monitor financial activities and respond to reports from the Independent Scrutineer auditors;
- manage any tenders and carry out scrutiny of purchases to seek best value for money; and
- monitor capital spending
- monitor risk

Attendance at meetings during the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr P Harris	4	4
Mr P Bland	2	4
Mr A Johnson, Headteacher, Accounting Office and CEO	4	4
Mr H Livesey, Chair of Trustees	4	4
Mr M Ballman	2	4
Mrs P King	3	4
Mrs G Howell	4	4
Mr S Bowdery, Estates Manager	3	4
Ms R Walker, Director of Education	4	4
Mr B Featherstone, External Consultant	4	4
Mr R Lodge	4	4
Mr T Allen	2	2

The Audit Committee is a sub-committee of the Board of Trustees. Its purpose is to receive and review the annual audited accounts, and independent scrutiny reports, as well as;

- Monitor Risk

Attendance at meetings during the year was as follows:

Attendees	Meetings attended	Out of a possible
Mr P Bland	3	4
Mr M Ballman	2	4
Mr A Johnson,	4	4
Mrs G Howell	4	4
Ms R Walker,	4	4
Mr S Bowdery,	4	4
Mr H Livesey,	3	4

West Norfolk Academies Trust

Governance statement (continued)

Mr B Featherstone,	4	4
Mrs P King	3	4
Mr R Lodge	4	4
Mr T Allen	2	2

Review of value for money

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

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 trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year as reported below.

This year has been a year of continued change and development. Recruitment, training and development have allowed the stability of our schools to develop further. Staffing resources and shared best practices across both Secondary and primary schools have increased staff retention and improved educational outcomes within our Trust schools. The continued improvement at Smithdon High School demonstrates the effective support provided by the Trust evidenced by its "Good" following a recent Ofsted inspection. Centralisation of services is reducing the pressure on finances in our smaller schools and intake in both reception and Year 7 remains strong, with this improvement in performance.

The Trust has had two Secondary and one Primary visit from Ofsted this year and all were assessed as good. The outcomes clearly illustrate the impact the Trust is having. They demonstrate the value of the trust as an organisation which is focussed on improving the educational experience of all its students.

Significant resources have been spent on stabilising the Leadership at Smithdon High School. Improvement of the learning environment was essential as this had been seriously neglected. There are still significant structural issues to be addressed. The Trust has managed to secure inclusion into the DFE's schools rebuilding program which should help to alleviate significant drains on its school's condition Allocation moving forward. The stability offered by the new Head Teacher and Deputy Head Teacher has seen the school become more popular with a rise in Year 6 students making Smithdon their first choice. However financial viability remains a problem until the increased numbers filter through the school. Reduced numbers of children coming through from feeder primary schools over the last three years will continue to hinder progress in making the school stable.

Best value measures have been essential in addressing the constantly reducing levels of funding for children with special educational needs. Robust financial management systems have allowed for the prompt identification of issues. The trust has worked collaboratively with the local authority so that early intervention to address these funding reductions can be achieved. We will continue to share staff, resources and strategies across both secondary and primary schools in an attempt to mitigate these funding cuts wherever possible.

The creation of a cross Trust education team has provided career development opportunities for staff thus encouraging their retention. Retaining key high performers enables an on-going process of continuous improvement which is demonstrated again this year in our results. The formation of the Trust also enabled us to centralise many support functions. These teams include but are not limited to a finance, Governance, Facilities and IT team. In the process, staff reductions through centralisation continue to enable the Trust to balance its budget forecast for the next financial year.

West Norfolk Academies Trust

Governance statement (continued)

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of academy 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 West Norfolk Academies Trust for the year ended 31 August 2024 and up to the date of approval of the annual report and financial statements. Significant investment has been made in ensuring continued compliance in relation to GDPR.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the academy trust is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the year ended 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- monthly Financial report to the Chair of Trustees and Accounting Officer;
- regular reviews by the Finance and General Purposes Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Trustees has decided:

- not to appoint an auditor for this purpose. However, the Trustees have appointed a Responsible Officer, and Independent Scrutineer to carry out a programme of internal checks

The Responsible Officer's role includes giving advice on financial and other matters and performing a range of checks on the academy trust's financial and other systems.

On a quarterly basis, the Responsible Officer reports to the board of trustees, through the audit committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

There were no material control or other issues reported by the Responsible Officer to date.

Review of effectiveness

As Accounting Officer, Mr A Johnson, Trustee, and Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

West Norfolk Academies Trust

Governance statement (continued)

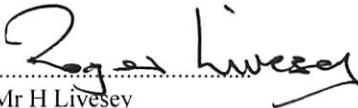
- the work of the responsible officer and internal scrutineer;
- the work of the external auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the Chief Finance and Operations Officer and Executive Team within the academy trust who have responsibility for the development and maintenance of the internal control framework, and correspondence from EFSA

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit Committee and Finance and General Purposes Committee and a plan to address any potential weaknesses and ensure continuous improvement of the system is in place.

Conclusion

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 has adequate and effective framework for governance, risk management and control.

Approved by order of the members of the Board of Trustees on 18 December 2024 and signed on its behalf by:



.....
Mr H Livesey
Trustee



.....
Mr A Johnson
Trustee

Accounting Officer

West Norfolk Academies Trust

Statement of regularity, propriety and compliance

As accounting officer of West Norfolk Academies Trust I have considered my responsibility to notify the academy trust board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academies Trust Handbook 2023, including responsibilities for estates safety and management.

I confirm that I and the academy trust board of trustees are able to identify any material irregular or improper use of 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 Academies Trust Handbook 2023.

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



.....
Mr A Johnson, Trustee
Accounting officer

18 December 2024

West Norfolk Academies Trust

Statement of Trustees' Responsibilities

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

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

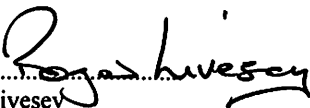
- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards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

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

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

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

Approved by order of the members of the Board on 18 December 2024 and signed on its behalf by:


.....
Mr H Livesey
Trustee

West Norfolk Academies Trust

Independent Auditor's Report on the Financial Statements to the Members of West Norfolk Academies Trust

Opinion

We have audited the financial statements of West Norfolk Academies Trust (the 'Academy Trust') for the year ended 31 August 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education & Skills Funding Agency.

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information (covers the Reference and administrative details, the Trustees' report and Strategic Report and the Governance statement)

The Trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

West Norfolk Academies Trust

Independent Auditor's Report on the Financial Statements to the Members of West Norfolk Academies Trust (continued)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustee's report, incorporating the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities [set out on page 24], the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor Responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

West Norfolk Academies Trust

Independent Auditor's Report on the Financial Statements to the Members of West Norfolk Academies Trust (continued)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also;

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Academy's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Academy's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Academy to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Academy to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the Academy audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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

West Norfolk Academies Trust

**Independent Auditor's Report on the Financial Statements to the Members of West
Norfolk Academies Trust (continued)**



.....
Julie Gladman (Senior Statutory Auditor)
For and on behalf of Hayhow & Co, Statutory Auditor

19 King Street
Kings Lynn
Norfolk
PE30 1HB

18 December 2024

West Norfolk Academies Trust

Independent Reporting Accountant's Assurance Report on Regularity to West Norfolk Academies Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 1 November 2022 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 West Norfolk Academies Trust 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 West Norfolk Academies Trust and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we may state to West Norfolk Academies Trust and the ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than West Norfolk Academies Trust and the ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of the Governing Body's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of the West Norfolk Academies Trust's 's funding agreement with the Secretary of State for Education dated 31 January 2014 and the Academy Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year from 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.

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity and impropriety across all the academy trust's activities.
- Further testing and review of the areas identified through the risk assessment including enquiry identification of control processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- Consideration of evidence obtained through the work detailed above and the completed as per our financial statements audit in order to support the regularity conclusion.

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 year from 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.

West Norfolk Academies Trust

Independent Reporting Accountant's Assurance Report on Regularity to West Norfolk Academies Trust and the Education and Skills Funding Agency (continued)



.....
Julie Gladman Reporting Accountant
For and on behalf of Hayhow & Co, Chartered Certified Accountants

19 King Street
Kings Lynn
Norfolk
PE30 1HB

18 December 2024

West Norfolk Academies Trust

**Statement of Financial Activities for the Year Ended 31 August 2024
(including Income and Expenditure Account)**

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2023/24 Total £
Income and endowments from:					
Donations and capital grants	2	50,022	18,610	1,804,701	1,873,333
Other trading activities	4	175,136	-	-	175,136
Investments	5	9,576	-	-	9,576
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	<u>1,486,805</u>	<u>35,569,000</u>	-	<u>37,055,805</u>
Total		<u>1,721,539</u>	<u>35,587,610</u>	<u>1,804,701</u>	<u>39,113,850</u>
Expenditure on:					
Raising funds	6	61,108	171	-	61,279
<i>Charitable activities:</i>					
Academy trust educational operations	7	<u>1,496,143</u>	<u>34,897,218</u>	<u>1,353,161</u>	<u>37,746,522</u>
Total		<u>1,557,251</u>	<u>34,897,389</u>	<u>1,353,161</u>	<u>37,807,801</u>
Net income		164,288	690,221	451,540	1,306,049
Transfers between funds		28,238	(228,550)	200,312	-
Other recognised gains and losses					
Actuarial gains/(losses) on defined benefit pension schemes	23	<u>-</u>	<u>746,000</u>	-	<u>746,000</u>
Net movement in funds		192,526	1,207,671	651,852	2,052,049
Reconciliation of funds					
Total funds brought forward at 1 September 2023		<u>1,925,070</u>	<u>4,116,067</u>	<u>38,035,956</u>	<u>44,077,093</u>
Total funds carried forward at 31 August 2024		<u><u>2,117,596</u></u>	<u><u>5,323,738</u></u>	<u><u>38,687,808</u></u>	<u><u>46,129,142</u></u>

West Norfolk Academies Trust

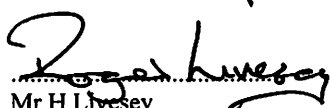
Statement of Financial Activities for the Year Ended 31 August 2023 (including Income and Expenditure Account)

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2022/23 Total £
Income and endowments from:					
Donations and capital grants	2	49,932	16,534	2,002,033	2,068,499
Other trading activities	4	175,179	-	-	175,179
Investments	5	7,291	-	-	7,291
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	<u>1,246,894</u>	<u>33,095,786</u>	-	<u>34,342,680</u>
Total		<u>1,479,296</u>	<u>33,112,320</u>	<u>2,002,033</u>	<u>36,593,649</u>
Expenditure on:					
Raising funds	6	67,797	255	-	68,052
<i>Charitable activities:</i>					
Academy trust educational operations	7	<u>1,610,824</u>	<u>32,465,304</u>	<u>1,230,955</u>	<u>35,307,083</u>
Total		<u>1,678,621</u>	<u>32,465,559</u>	<u>1,230,955</u>	<u>35,375,135</u>
Net (expenditure)/income		(199,325)	646,761	771,078	1,218,514
Transfers between funds		(6,819)	(596,150)	602,969	-
Other recognised gains and losses					
Actuarial gains/(losses) on defined benefit pension schemes	23	<u>-</u>	<u>2,971,000</u>	-	<u>2,971,000</u>
Net movement in (deficit)/funds		(206,144)	3,021,611	1,374,047	4,189,514
Reconciliation of funds					
Total funds brought forward at 1 September 2022		<u>2,131,214</u>	<u>1,094,456</u>	<u>36,661,909</u>	<u>39,887,579</u>
Total funds carried forward at 31 August 2023		<u>1,925,070</u>	<u>4,116,067</u>	<u>38,035,956</u>	<u>44,077,093</u>

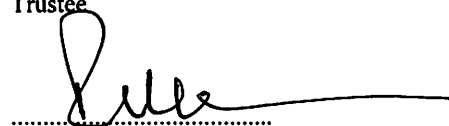
West Norfolk Academies Trust
(Registration number: 07546118)
Balance Sheet as at 31 August 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	37,931,066	36,696,955
Current assets			
Stocks	13	24,633	35,702
Debtors	14	1,314,637	876,362
Cash at bank and in hand		<u>9,342,666</u>	<u>9,119,247</u>
		10,681,936	10,031,311
Liabilities			
Creditors: Amounts falling due within one year		<u>(3,764,860)</u>	<u>(3,006,173)</u>
Net current assets		<u>6,917,076</u>	<u>7,025,138</u>
Total assets less current liabilities		<u>44,848,142</u>	<u>43,722,093</u>
Net assets excluding pension asset		44,848,142	43,722,093
Defined benefit pension scheme asset	23	<u>1,281,000</u>	<u>355,000</u>
Total net assets		<u><u>46,129,142</u></u>	<u><u>44,077,093</u></u>
Funds of the Academy:			
Restricted funds			
Restricted general fund	16	4,042,738	3,761,067
Restricted fixed asset fund	16	38,687,808	38,035,956
Pension reserve	16	<u>1,281,000</u>	<u>355,000</u>
		44,011,546	42,152,023
Unrestricted funds			
Unrestricted general fund	16	<u>2,117,596</u>	<u>1,925,070</u>
Total funds		<u><u>46,129,142</u></u>	<u><u>44,077,093</u></u>

The financial statements on pages 31 to 59 were approved by the Trustees, and authorised for issue on 18 December 2024 and signed on their behalf by:



 Mr H Livesey
 Trustee



 Mr P Harris
 Trustee

West Norfolk Academies Trust

Statement of Cash Flows for the year ended 31 August 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by operating activities	19	996,414	1,004,096
Cash flows from investing activities	20	<u>(772,995)</u>	<u>(285,094)</u>
Change in cash and cash equivalents in the year		223,419	719,002
Cash and cash equivalents at 1 September		<u>9,119,247</u>	<u>8,400,245</u>
Cash and cash equivalents at 31 August	21	<u><u>9,342,666</u></u>	<u><u>9,119,247</u></u>

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024

1 Accounting policies

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

Basis of preparation

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

Going concern

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

Income

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

Grants

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

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

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

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

1 Accounting policies (continued)

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 financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Donated fixed assets

Where the donated good is a fixed asset, it is 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.

Expenditure

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

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.

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

1 Accounting policies (continued)

Tangible fixed assets

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, per the table below. Where an asset comprises of two or more components which have substantially different useful lives, each component is depreciated separately over its useful economic life.

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.

Asset class	Depreciation method and rate
Freehold property (excluding land)	Straight line over 15 - 25 years
Motor Vehicles	Straight line over 5 years
Furniture and equipment	Straight line over 5 - 10 years
Computer Equipment	Straight line over 3 - 10 years
Leasehold Property and Leasehold Land	Straight line over the life of the lease 125 years
Leasehold Property Improvements	Straight line over 25 years

Liabilities

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

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.

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

1 Accounting policies (continued)

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 as detailed in note 14. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. 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.

Leased assets

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

Stock

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

Taxation

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

Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

1 Accounting policies (continued)

Pension benefits

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

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

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

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

Fund accounting

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

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

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

Critical accounting estimates and areas of judgement

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

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

1 Accounting policies (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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 23, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

2 Donations and capital grants

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2023/24 Total £	2022/23 Total £
Capital grants	-	-	1,804,701	1,804,701	2,002,033
Other donations	50,022	18,610	-	68,632	66,466
	<u>50,022</u>	<u>18,610</u>	<u>1,804,701</u>	<u>1,873,333</u>	<u>2,068,499</u>

3 Funding for the academy trust's charitable activities

	Unrestricted Funds £	Restricted General Funds £	2023/24 Total £	2022/23 Total £
Educational operations				
DfE/ESFA revenue grants				
Universal Infant Free School Meals	-	133,637	133,637	134,396
General Annual Grant (GAG)	-	29,345,276	29,345,276	28,130,208
Pupil Premium	-	1,272,133	1,272,133	1,244,641
Other DfE/EFSA Grants	-	2,591,013	2,591,013	2,171,978
	<u>-</u>	<u>33,342,059</u>	<u>33,342,059</u>	<u>31,681,223</u>
Other government grants				
Local Authority Grants	-	1,649,184	1,649,184	1,147,472

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

3 Funding for the academy trust's charitable activities (continued)

	Unrestricted Funds £	Restricted General Funds £	2023/24 Total £	2022/23 Total £
Non-government grants and other income				
Grants from Other Public Bodies	-	451,239	451,239	54,426
Other income from the academy trust's educational operations	<u>1,486,805</u>	<u>126,518</u>	<u>1,613,323</u>	<u>1,459,559</u>
	<u>1,486,805</u>	<u>577,757</u>	<u>2,064,562</u>	<u>1,513,985</u>
Total grants	<u><u>1,486,805</u></u>	<u><u>35,569,000</u></u>	<u><u>37,055,805</u></u>	<u><u>34,342,680</u></u>

4 Other trading activities

	Unrestricted Funds £	2023/24 Total £	2022/23 Total £
Hire of facilities	41,846	41,846	40,099
Catering income	31,329	31,329	30,636
School shop sales	48,082	48,082	53,107
Other sales	<u>53,879</u>	<u>53,879</u>	<u>51,337</u>
	<u><u>175,136</u></u>	<u><u>175,136</u></u>	<u><u>175,179</u></u>

5 Investment income

	Unrestricted Funds £	2023/24 Total £	2022/23 Total £
Short term deposits	<u>9,576</u>	<u>9,576</u>	<u>7,291</u>

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

6 Expenditure

	Non Pay Expenditure			2023/24 Total £	2022/23 Total £
	Staff costs £	Premises £	Other costs £		
Expenditure on raising funds					
Direct costs	-	-	61,279	61,279	68,052
Academy trust's educational operations					
Direct costs	22,954,494	1,345,063	2,080,519	26,380,076	24,437,706
Allocated support costs	<u>5,585,834</u>	<u>2,160,263</u>	<u>3,620,349</u>	<u>11,366,446</u>	<u>10,869,377</u>
	<u><u>28,540,328</u></u>	<u><u>3,505,326</u></u>	<u><u>5,762,147</u></u>	<u><u>37,807,801</u></u>	<u><u>35,375,135</u></u>

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

6 Expenditure (continued)

Net income/(expenditure) for the year includes:

	2023/24	2022/23
	£	£
Operating lease rentals	185,092	185,628
Depreciation	1,353,161	1,230,955
Fees payable to auditor - audit	17,825	16,825
- other audit services	<u>1,500</u>	<u>1,500</u>

7 Charitable activities

	2023/24	2022/23
	£	£
Direct costs - educational operations	26,380,076	24,437,706
Support costs - educational operations	<u>11,366,446</u>	<u>10,869,377</u>
	<u>37,746,522</u>	<u>35,307,083</u>

	Educational operations	2023/24	2022/23
	£	Total	Total
		£	£
Analysis of support costs			
Support staff costs	5,585,834	5,585,834	5,773,344
Depreciation	8,098	8,098	10,161
Technology costs	398,066	398,066	351,249
Premises costs	2,152,165	2,152,165	1,899,986
Other support costs	3,201,407	3,201,407	2,816,985
Governance costs	<u>20,876</u>	<u>20,876</u>	<u>17,652</u>
Total support costs	<u>11,366,446</u>	<u>11,366,446</u>	<u>10,869,377</u>

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

8 Staff

Staff costs

	2023/24 £	2022/23 £
Staff costs during the year were:		
Wages and salaries	21,312,958	20,125,042
Social security costs	1,986,665	1,868,552
Pension costs	4,706,858	4,739,654
	28,006,481	26,733,248
Apprenticeship Levy	92,223	85,748
Staff restructuring costs	24,778	14,620
Agency Costs	416,846	333,233
	28,540,328	27,166,849
	2023/24 £	2022/23 £

Staff restructuring costs comprise:

Severance payments	24,778	14,620
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Severance payments

The academy trust paid 2 severance payments in the year disclosed in the following bands:

	2023/24 £	2022/23 £
0 - £25,000	2	2

Special staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £24,778 (2023: £14,620). Individually, the payments were:

Non-contractual payments £17,178

Non-contractual payments £7,600

Staff numbers

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

	2023/24 No	2022/23 No
Teachers	522	553
Administration and support	289	301
Management	20	18
	831	872

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

8 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:

	2023/24 No	2022/23 No
£60,001 - £70,000	23	6
£70,001 - £80,000	2	3
£80,001 - £90,000	4	5
£90,001 - £100,000	1	1
£100,001 - £110,000	2	2
£110,001 - £120,000	1	-
£160,001 - £170,000	-	1
£170,001 - £180,000	1	-

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £3,511,217 (2023: £2,024,051).

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

9 Central services

The academy trust charges for these services on the following basis:

On average 5.29% of each individual schools SBS annually.

The actual amounts charged during the year were as follows:

	2023/24	2022/23
	£	£
Springwood High School Academy	633,095	546,306
St Clement's High School	292,219	216,303
Marshland High School	369,448	358,677
Smithdon High School	112,672	177,321
Clenchwarton Primary School	4,531	17,479
West Lynn Primary School	3,807	14,501
Walpole Cross Keys Primary School	1,715	6,434
Snettisham Primary School	2,425	14,394
Heacham Junior School	2,787	17,273
Heacham Infant and Nursery School	2,102	12,814
Gaywood Primary School	118,202	93,361
	<u>1,543,003</u>	<u>1,474,863</u>

10 Related party transactions - trustees' remuneration and expenses

One or more trustees has been paid remuneration or has received other benefits from employment with the academy trust. The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment, and not in respect of their role as trustees. The value of trustees' remuneration and other benefits was as follows:

Mr A Johnson (Executive Headteacher):

Remuneration: £170,000 - £175,000 (2023 - £160,000 - £165,000)

Employer's pension contributions: £40,000 - £45,000 (2023 - £35,000 - £40,000)

During the year ended 31 August 2024, phone, travel and subsistence expenses totalling £1,551 (2023 - £727) were reimbursed or paid directly to 3 trustees (2023 - 2).

11 Trustees' and officers' insurance

In accordance with normal commercial practice the Academy has purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £10,000,000 on any one claim.

The cost of this insurance is included in the total insurance cost.

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

11 Trustees' and officers' insurance (continued)

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

12 Tangible fixed assets

	Freehold land and buildings £	Leasehold land and buildings £	Assets under construction £	Motor Vehicles £	Office Equipment £	Computer Equipment £
Cost						
At 1 September 2023	28,139,854	16,607,685	21,483	1,000	718,876	1,187,414
Additions	1,688,857	608,616	174,807	-	3,348	111,644
Transfers	13,222	-	(21,483)	-	8,261	-
At 31 August 2024	<u>29,841,933</u>	<u>17,216,301</u>	<u>174,807</u>	<u>1,000</u>	<u>730,485</u>	<u>1,299,058</u>
Depreciation						
At 1 September 2023	7,039,085	1,440,249	-	1,000	524,629	974,394
Charge for the year	915,577	273,250	-	-	57,211	107,123
At 31 August 2024	<u>7,954,662</u>	<u>1,713,499</u>	<u>-</u>	<u>1,000</u>	<u>581,840</u>	<u>1,081,517</u>
Net book value						
At 31 August 2024	<u>21,887,271</u>	<u>15,502,802</u>	<u>174,807</u>	<u>-</u>	<u>148,645</u>	<u>217,541</u>
At 31 August 2023	<u>21,100,769</u>	<u>15,167,436</u>	<u>21,483</u>	<u>-</u>	<u>194,247</u>	<u>213,020</u>

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

12 Tangible fixed assets (continued)

	2023/24 Total £
Cost	
At 1 September 2023	46,676,312
Additions	2,587,272
Transfers	-
At 31 August 2024	<u>49,263,584</u>
Depreciation	
At 1 September 2023	9,979,357
Charge for the year	1,353,161
At 31 August 2024	<u>11,332,518</u>
Net book value	
At 31 August 2024	<u>37,931,066</u>
At 31 August 2023	<u>36,696,955</u>

13 Stock

	2024 £	2023 £
Shop stock	<u>24,633</u>	<u>35,702</u>

14 Debtors

	2024 £	2023 £
Trade debtors	14,185	27,740
VAT recoverable	326,740	161,881
Other debtors	7,150	6,858
Prepayments	966,562	679,883
	<u>1,314,637</u>	<u>876,362</u>

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

15 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	665,501	635,296
Other taxation and social security	456,517	433,523
Other creditors	19,192	6,989
Accruals	1,595,032	591,198
Deferred income	451,236	858,556
Pension scheme creditor	577,382	480,611
	<u>3,764,860</u>	<u>3,006,173</u>
	2024	2023
	£	£
Deferred income		
Deferred income at 1 September 2023	858,556	314,173
Resources deferred in the period	451,236	858,556
Amounts released from previous periods	(858,556)	(314,173)
Deferred income at 31 August 2024	<u>451,236</u>	<u>858,556</u>

At the balance sheet date, the Academy trust was holding funds received in advance for Academy Trips £319,242, Universal Free School Meals £77,959, Clubs £697, LAC Pupil Premium £1,000, School LedTutoring £18,792, SEN £8,204, Donations £4,675, Ladybird £832, and Catering Sales £19,835.

16 Funds

	Balance at 1 September 2023 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted funds					
<i>Restricted general funds</i>					
General Annual Grant (GAG)	3,135,194	29,345,276	(27,391,995)	(1,839,108)	3,249,367
Other DfE/EFSA revenue grants	53,679	2,591,013	(2,657,207)	62,619	50,104
Grants from other public bodies	3,180	451,239	(442,873)	-	11,546
Other Local Authority grants	-	1,649,184	(1,644,304)	120	5,000
Other restricted income	569,014	145,128	(1,535,240)	1,547,819	726,721
Pupil Premium	-	1,272,133	(1,272,133)	-	-
Universal Infant Free School Meals	-	133,637	(133,637)	-	-

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

16 Funds (continued)

	Balance at 1 September 2023 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2024 £
<i>Restricted fixed asset funds</i>					
DFE/EFSA Capital Grants	9,961,297	1,731,291	(509,085)	-	11,183,503
Grants from other public bodies	466,879	73,410	(2,097)	-	538,192
Fixed assets inherited on conversion	25,596,334	-	(687,968)	-	24,908,366
Donations	17,058	-	(5,991)	-	11,067
Transfer from unrestricted funds	429,976	-	(30,933)	-	399,043
Fixed assets purchased from GAG	1,563,622	-	(116,455)	200,312	1,647,479
Grants from local authority	790	-	(632)	-	158
<i>Pension reserve funds</i>					
Pension reserve	<u>355,000</u>	<u>-</u>	<u>180,000</u>	<u>746,000</u>	<u>1,281,000</u>
Total restricted funds	<u>42,152,023</u>	<u>37,392,311</u>	<u>(36,250,550)</u>	<u>717,762</u>	<u>44,011,546</u>
<i>Unrestricted general funds</i>					
Unrestricted general funds	<u>1,925,070</u>	<u>1,721,539</u>	<u>(1,557,251)</u>	<u>28,238</u>	<u>2,117,596</u>
Total unrestricted funds	1,925,070	1,721,539	(1,557,251)	28,238	2,117,596
Total endowment funds	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total funds	<u>44,077,093</u>	<u>39,113,850</u>	<u>(37,807,801)</u>	<u>746,000</u>	<u>46,129,142</u>

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

	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted funds					
<i>Restricted general funds</i>					
General Annual Grant (GAG)	2,464,004	28,130,208	(25,282,700)	(2,176,318)	3,135,194
Other DfE/EFSA revenue grants	209,051	2,171,978	(2,390,750)	63,400	53,679
Grants from other public bodies	37,053	54,426	(112,743)	24,444	3,180
Other Local Authority grants	216	1,147,472	(1,147,737)	49	-
Other restricted income	574,132	229,199	(1,726,592)	1,492,275	569,014
Pupil Premium	-	1,244,641	(1,244,641)	-	-
Universal Infant Free School Meals	-	134,396	(134,396)	-	-

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

16 Funds (continued)

	Balance at 1 September 2022 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2023 £
<i>Restricted fixed asset funds</i>					
DFE/EFSA Capital Grants	8,342,692	2,002,033	(383,428)	-	9,961,297
Grants from other public bodies	503,122	-	(36,243)	-	466,879
Fixed assets inherited on conversion	26,285,626	-	(689,292)	-	25,596,334
Donations	29,018	-	(11,960)	-	17,058
Transfer from unrestricted funds	461,501	-	(31,525)	-	429,976
Fixed assets purchased from GAG	1,039,160	-	(78,507)	602,969	1,563,622
Grants from local authority	790	-	-	-	790
<i>Pension reserve funds</i>					
Pension reserve	<u>(2,190,000)</u>	<u>-</u>	<u>(426,000)</u>	<u>2,971,000</u>	<u>355,000</u>
Total restricted funds	<u>37,756,365</u>	<u>35,114,353</u>	<u>(33,696,514)</u>	<u>2,977,819</u>	<u>42,152,023</u>
<i>Unrestricted general funds</i>					
Unrestricted general funds	<u>2,131,214</u>	<u>1,479,296</u>	<u>(1,678,621)</u>	<u>(6,819)</u>	<u>1,925,070</u>
Total unrestricted funds	2,131,214	1,479,296	(1,678,621)	(6,819)	1,925,070
Total endowment funds	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total funds	<u>39,887,579</u>	<u>36,593,649</u>	<u>(35,375,135)</u>	<u>2,971,000</u>	<u>44,077,093</u>

The academy trust is not subject to GAG carried forward limits.

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

- a) General Annual Grant (GAG) must be used for the normal running costs of the Academy.
- b) Other revenue grants must be used for specific expenses relating to the running of the Academy including pupil specific funding.
- c) 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.
- d) Capital grants must be used to fund expenditure of a capital nature.
- e) Fixed assets inherited on conversion are the land, buildings and equipment which were transferred from the predecessor establishment.

Total funds analysis by academy

Fund balances at 31 August 2024 were allocated as follows:

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

16 Funds (continued)

	2024 £	2023 £
Springwood High School Academy	1,347,576	1,128,518
St Clement's High School	481,855	425,590
Snettisham Primary School	186,674	174,233
West Lynn Primary School	154,038	222,479
Clenchwarton Primary School	269,082	325,393
West Norfolk Academies Trust	10,203	5,519
Walpole Cross Keys Primary School	89,623	59,368
Heacham Junior School	169,123	201,068
Marshland High School	1,719,333	1,509,693
Smithdon High School	209,015	185,682
Gaywood Primary School	581,576	668,794
Heacham Infant and Nursery School	227,341	231,315
Central services	714,895	548,485
Total before fixed assets and pension reserve	6,160,334	5,686,137
Restricted fixed asset fund	38,687,808	38,035,956
Pension reserve	1,281,000	355,000
Total	46,129,142	44,077,093
Total cost analysis by academy		

Expenditure incurred by each academy during the year was as follows:

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs (excluding depreciation) £	Total 2024 £
Springwood High School Academy	7,949,414	1,504,729	185,403	2,770,774	12,410,320
St Clement's High School	3,100,735	771,346	77,491	813,271	4,762,843
Snettisham Primary School	456,372	101,613	24,550	103,454	685,989
West Lynn Primary School	757,596	116,858	28,487	144,762	1,047,703
Clenchwarton Primary School	852,157	168,532	37,801	202,717	1,261,207
West Norfolk Academies Trust	3,778	274,125	18,542	42,898	339,343
Walpole Cross Keys Primary School	284,883	45,033	21,336	55,297	406,549
Heacham Junior School	520,140	94,193	34,167	133,088	781,588
Marshland High School	3,887,874	986,406	71,863	1,129,830	6,075,973
Smithdon High School	2,777,830	765,597	67,568	890,625	4,501,620
Gaywood Primary School	1,512,308	226,229	59,891	322,162	2,120,590

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

16 Funds (continued)

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs (excluding depreciation) £	Total 2024 £
Heacham Infant and Nursery School	458,912	101,966	22,842	100,602	684,322
Central services	<u>392,495</u>	<u>429,207</u>	<u>141,295</u>	<u>413,596</u>	<u>1,376,593</u>
Academy Trust	<u><u>22,954,494</u></u>	<u><u>5,585,834</u></u>	<u><u>791,236</u></u>	<u><u>7,123,076</u></u>	<u><u>36,454,640</u></u>

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs (excluding depreciation) £	Total 2023 £
Springwood High School Academy	7,518,619	1,644,111	190,084	2,443,888	11,796,702
St Clement's High School	2,894,717	748,047	67,591	773,269	4,483,624
Snettisham Primary School	440,383	85,612	22,806	93,235	642,036
West Lynn Primary School	646,433	133,845	19,854	121,155	921,287
Clenchwarton Primary School	684,094	132,349	31,058	175,798	1,023,299
West Norfolk Academies Trust	-	228,670	10,485	49,347	288,502
Walpole Cross Keys Primary School	290,451	53,406	11,813	79,058	434,728
Heacham Junior School	490,162	97,883	19,296	107,641	714,982
Marshland High School	3,537,738	1,024,313	84,604	899,177	5,545,832
Smithdon High School	2,605,563	804,769	79,199	778,687	4,268,218
Gaywood Primary School	1,290,004	274,635	30,733	256,633	1,852,005
Heacham Infant and Nursery School	474,290	83,692	18,734	98,405	675,121
Central services	<u>521,051</u>	<u>462,012</u>	<u>80,254</u>	<u>434,527</u>	<u>1,497,844</u>
Academy Trust	<u><u>21,393,505</u></u>	<u><u>5,773,344</u></u>	<u><u>666,511</u></u>	<u><u>6,310,820</u></u>	<u><u>34,144,180</u></u>

17 Analysis of net assets between funds

Fund balances at 31 August 2024 are represented by:

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

17 Analysis of net assets between funds (continued)

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	37,931,066	37,931,066
Current assets	4,799,948	5,125,246	756,742	10,681,936
Current liabilities	(2,682,352)	(1,082,508)	-	(3,764,860)
Pension scheme liability	-	1,281,000	-	1,281,000
Total net assets	<u>2,117,596</u>	<u>5,323,738</u>	<u>38,687,808</u>	<u>46,129,142</u>

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

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	36,696,955	36,696,955
Current assets	3,088,368	5,603,942	1,339,001	10,031,311
Current liabilities	(1,163,298)	(1,842,875)	-	(3,006,173)
Pension scheme liability	-	355,000	-	355,000
Total net assets	<u>1,925,070</u>	<u>4,116,067</u>	<u>38,035,956</u>	<u>44,077,093</u>

18 Long-term commitments, including operating leases

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 within one year	17,842	13,905
Amounts due between one and five years	<u>389,129</u>	<u>597,719</u>
	<u>406,971</u>	<u>611,624</u>

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

19 Reconciliation of net income to net cash inflow/(outflow) from operating activities

	2023/24	2022/23
	£	£
Net income	1,306,049	1,218,514
Depreciation	1,353,161	1,230,955
Capital grants from DfE and other capital income	(1,804,701)	(2,002,033)
Interest receivable	(9,576)	(7,291)
Defined benefit pension scheme cost less contributions payable	(180,000)	426,000
Decrease in stocks	11,069	4,071
Increase in debtors	(438,275)	(125,699)
Increase in creditors	758,687	259,579
	<u>996,414</u>	<u>1,004,096</u>
Net cash provided by Operating Activities	<u>996,414</u>	<u>1,004,096</u>

20 Cash flows from investing activities

	2023/24	2022/23
	£	£
Dividends, interest and rents from investments	9,576	7,291
Purchase of tangible fixed assets	(2,587,272)	(2,294,418)
Capital funding received from sponsors and others	1,804,701	2,002,033
	<u>(772,995)</u>	<u>(285,094)</u>
Net cash used in investing activities	<u>(772,995)</u>	<u>(285,094)</u>

21 Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash in hand and at bank	<u>9,342,666</u>	<u>9,119,247</u>
Total cash and cash equivalents	<u>9,342,666</u>	<u>9,119,247</u>

22 Member liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while 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 cease to be a member.

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

23 Pension and similar obligations

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

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.

Contributions amounting to £(577,382) (2023 - £(480,611)) were payable to the schemes at 31 August 2024 and are included within creditors.

Teachers' Pension Scheme

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

The TPS is an unfunded scheme to which both 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 and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million giving a notional past service deficit of £39,800 million
- The result of this valuation will be implemented from 1 April 2024.

The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the period amounted to £3,357,335 (2023: £2,933,689).

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

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

23 Pension and similar obligations (continued)

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

Local government pension schemes

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £1,956,733 (2023 - £1,762,151), of which employer's contributions totalled £1,537,973 (2023 - £1,379,965) and employees' contributions totalled £418,760 (2023 - £382,186). The agreed contribution rates for future years are 21.55 per cent for employers and 5.5 - 12.5 per cent for employees.

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

Principal actuarial assumptions

	2024	2023
	%	%
Rate of increase in salaries	3.40	3.70
Rate of increase for pensions in payment/inflation	2.70	3.00
Discount rate for scheme liabilities	5.00	5.20
Inflation assumptions (CPI)	<u>2.70</u>	<u>3.00</u>

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

	2024	2023
Retiring today		
Males retiring today	20.90	20.90
Females retiring today	24.60	24.60
Retiring in 20 years		
Males retiring in 20 years	21.20	21.30
Females retiring in 20 years	<u>25.40</u>	<u>25.40</u>

Sensitivity analysis

	2024	2023
	£	£
Discount rate -0.1%	550,000	477,000
Mortality assumption – 1 year increase	937,000	816,000
Salary scale increases per annum %	15,000	30,000
Pension increases %	<u>547,000</u>	<u>457,000</u>

The academy trust's share of the assets in the scheme were:

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

23 Pension and similar obligations (continued)

	2024	2023
	£	£
Equities	12,858,040	10,360,000
Government bonds	8,407,180	7,252,000
Property	2,719,970	2,486,400
Cash and other liquid assets	<u>741,810</u>	<u>621,600</u>
Total market value of assets	<u>24,727,000</u>	<u>20,720,000</u>

The actual return on scheme assets was £930,000 (2023 - £609,000).

West Norfolk Academies Trust

Notes to the Financial Statements for the Year Ended 31 August 2024 (continued)

23 Pension and similar obligations (continued)

Amounts recognised in the statement of financial activities

	2023/24	2022/23
	£	£
Current service cost	1,381,000	1,707,000
Interest income	(20,000)	-
Interest cost	-	100,000
	<u>1,361,000</u>	<u>1,807,000</u>
Total amount recognized in the SOFA	<u>1,361,000</u>	<u>1,807,000</u>

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

	2023/24	2022/23
	£	£
At start of period	20,365,000	21,443,000
Transferred in on existing academies joining the trust	614,000	-
Current service cost	1,381,000	1,707,000
Interest cost	1,105,000	949,000
Employee contributions	418,000	382,000
Benefits paid	(385,000)	(313,000)
Losses or gains on curtailments	(52,000)	(3,803,000)
	<u>23,446,000</u>	<u>20,365,000</u>
At 31 August	<u>23,446,000</u>	<u>20,365,000</u>

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

	2023/24	2022/23
	£	£
At start of period	20,720,000	19,253,000
Transferred in on existing academies joining the trust	378,000	-
Interest income	1,125,000	849,000
Actuarial gain/(loss)	930,000	(832,000)
Employer contributions	1,541,000	1,381,000
Employee contributions	418,000	382,000
Benefits paid	(385,000)	(313,000)
	<u>24,727,000</u>	<u>20,720,000</u>
At 31 August	<u>24,727,000</u>	<u>20,720,000</u>

The amounts shown as transferred in on existing academies joining the trust within changes in the present value and changes in the fair value, do not relate to academies joining the trust. The amounts relate to the opening balance of the Trust actuarial report to which we previously had not received a report for. The figures equal a brought forward balance of £236,000.

24 Related party transactions

Owing to the nature of the academy trust and the composition of the board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest.

There were no related party transactions in the year, other than certain trustees' remuneration and expenses already disclosed in note 10.