Docusign Envelope ID: A0AE5319-156C-4969-BB7B-482387E1B88D

Company Registration Number: 13288914 (England & Wales)

INCLUSIVE EDUCATION TRUST

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

Docusign Envelope ID: A0AE5319-156C-4969-BB7B-482387E1B88D

INCLUSIVE EDUCATION TRUST
(A Company Limited by Guarantee)

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INCLUSIVE EDUCATION TRUST
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

Members	Y McLeod D Blow (resigned 31 August 2025) D Smith C Luffingham (appointed 1 September 2024)
Trustees	R Searle, Chair of Trustees M Armstrong-Harris C Allam, Chair of Business and Finance Committee J Bradley, Vice Chair of Trustees (resigned 15 October 2025) J Mitchell, Chair of Audit and Risk Committee (resigned 15 October 2025) B Maguire Boyle (appointed 1 September 2024) M Anouf (appointed 1 September 2024) A Thynne (appointed 1 September 2024) A Meehan (appointed 1 September 2024) S Larter-Evans (appointed 15 October 2025)
Company registered number	13288914
Company name	Inclusive Education Trust
Principal and registered office	C/O Wey Valley College Southway Guildford Surrey GU2 8AA
Chief executive officer	D Euridge
Senior management team	D Euridge, Chief Executive Officer and Accounting Officer C Stone, HR Director R Rogerson, Director of School Improvement B Jeavons, Chief Financial Officer A Smith, Director of Education L Davern, Senior School Business Manager
Independent auditor	Cooper Parry Group Limited Statutory Auditor Cubo Birmingham 4th Floor Two Chamberlain Square Birmingham B3 3AX
Bankers	HSBCnet 8 Canada Square London E14 5HQ
Solicitors	Stone King LLP Upper Borough Court 3 Upper Borough Walls Bath BA1 1RG

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INCLUSIVE EDUCATION TRUST

(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period from 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a Trustees' report and a Directors' report, including a strategic report, under company law.

The Trust operates as an Alternative Provision (AP) Academy Trust for pupils aged 5 to 16 serving pupils in Surrey who are at risk of or whom have been permanently excluded from mainstream education. The Trust has three AP academies within the trust and also runs 2 separate projects and serves a total pupil capacity of 196 pupils.

- Reigate Valley College (Southeast Surrey), with separate primary and two secondary sites. The capacity at each site is Primary 12 pupils and the combined secondary is 60 pupils. Total at RVC is 72 pupils.

- Wey Valley College (Southwest Surrey) operates a 5-16 AP on one site. The capacity is, Primary 12 pupils and secondary is 32 pupils. Total at WVC is 44 pupils.

- The Fordway Centre (Northeast and Northwest Surrey), single primary site, with a capacity of 24 pupils. - The Well Project is a single site project for 12 pupils.

- The ASPIRE and AC provision share the same site with a capacity for at least 64 and 36 pupils. IET combined has a maximum of 240 pupils across the seven sites

The MAT provides for students who are permanently excluded or at risk of permanent exclusion from mainstream schools. Most will be reintegrated into new mainstream placements following a period of support and intervention.

The MAT provides short term full and part time intervention placements and outreach services to schools to support students to remain in mainstream education. The MAT also caters for pupils who have been permanently excluded from mainstream schooling. There is often a combination of pupils who are on an intervention or have been permanently excluded from school with the aim to return them to a mainstream school or onto specialist placements.

At key stage 4 the MAT will aim to reintegrate to mainstream school but, as pupils are studying for their GCSEs if they are not reintegrated early in KS4 then they remain at IET to take their examinations.

Outreach work beyond the Local Authority area is commissioned from the CEO, who is a National Leader of Education and includes INSET as well as bespoke outreach interventions and school to school support.

Structure, Governance and Management

a. 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 Trust.

The Trustees are also the Directors of the charitable company for the purposes of company law. The charitable company operates as Inclusive Education Trust.

Details of the Trustees who served throughout the year and to the date the approval of this report and the financial statements are included in the Reference and Administrative Details on page 1.

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Structure, Governance and Management (continued)

b. Members' liability

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

c. Trustees' indemnities

The Academy Trust has opted into the Department of Education's Risk Protection Arrangement ('RPA'), an alternative to insurance where UK government funds cover losses that arise. The scheme protects Members, Trustees and the Local Governing Body members from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The scheme provides cover up to £10,000,000.

d. Method of recruitment and appointment or election of Trustees

The members are responsible for the appointment of trustees as is outline in the scheme of delegation.

Members appoint trustees based upon the skill set of the existing trustees as outlined in the skills audit and new trustees have been selected based upon the skills to run an effective Trust. These skills include:

- Business and commerce
- Legal
- HR
- Education
- Finance

A skills audit based on a model from the National Governance Association (NGA) is used to highlight gaps in the skill set of the trustees. To fill the gaps The trusts has approached members of the local community before an interview with the Chair of the Trust and the CEO.

4 new Trustees were interviewed by the Chair of the Board of Trustees and subsequently appointed by the members.

3 Trustees resigned due to personal circumstances and a replacement was recommended to the Board by the CEO.

e. Policies adopted for the induction and training of Trustees

Many of the Trustees have a high level of skills, as outlined by the skills audit, in leadership of schools and academy trusts with several serving as trustees for other academy trusts. The focus of training this year has been sector specific as AP is a very different environment than a mainstream setting.

The CEO has ensured through Board meetings that the Trustees have an increased knowledge of the nuances of an AP academy and has given presentations including, how the Trust is funded as it is very different to mainstream education and this has helped ensure the Board has the knowledge to oversee the finances effectively as well as how data informs how pupils are progressing in the academies and this has ensured that Trustees are able to hold the academies to account for the progress of pupils.

The Trust is seeking to provide access to all Trustees to Surrey, and potential other, governance service providers so that the CEO and executive can direct trustees to appropriate training and development opportunities linked to the Trust's priorities.

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Structure, Governance and Management (continued)

f. Organisational structure

The Trustees are responsible for setting general policy, adopting an annual development plan and budget, approving the annual statutory accounts, monitoring the Academy Trust by the use of budgets and other data, and making the major decisions about the direction of the Academy Trust, capital expenditure and staff appointments.

The Board of Trustees meet six times each year including two strategy days dedicated to the direction of the Trust. The Board of Trustees establishes an overall framework for the governance of the Academy Trust and determines membership, terms of reference and procedures of Committees of the Board of Trustees and other groups. It receives reports including policies from its committees for ratification. It monitors the activities of the Committees through the minutes of their meetings and through direct reporting from the elected Chair of each Committee. The Board of Trustees may from time to time establish working groups to perform specific tasks over a limited timescale.

There are two Committees of the Board of Trustees as follows:

- Business and Finance Committee
- Audit and Risk Committee

Each Committee has its own terms of reference detailing the responsibilities discharged to it and meet at least three times a year.

The following decisions are reserved to the full Board of Trustees:

- to consider any proposals for changes to the status or constitution of the Academy Trust and its committee structure.

- to appoint or remove the Chair and / or Vice Chair; and

- to appoint and / or consider the performance management of the CEO.

The Trustees have devolved the day-to-day management of the Academy Trust to the Executive Leadership Team ('ELT'), which is led by the CEO. The ELT comprises the CEO, Director of Education, Director of School Support and Outreach, CFO, HR Lead, Senior School Business Manager. The CEO is the Academy Trust's Accounting Officer and has overall responsibility for the day-to-day financial management of the Academy Trust. The ELT implements the policies laid down by the Trustees and reports back to them on these and the Academy Trust's overall performance.

Each of the academies in the Trust has a Local Governing Body (LGB) that consists of local community members and 2 parent governors. Each LGB will have a minimum of 5 members excluding academy members.

The LGBs main responsibilities as outlined in the scheme of delegation include.

- Monitoring the academies Self Evaluation Form (SEF).
- Election of LGB parent members.
- Determine and monitor a schedule of work for the HoC and for each academy.
- Ensure financial procedures are adhered to and implemented correctly.
- Monitor health and safety

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Structure, Governance and Management (continued)

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

The Trustees consider the Board of Trustees and the senior management team to comprise the key management personnel of the Academy Trust in charge of directing and controlling, running, and operating the Academy Trust on a day-to-day basis. All Trustees give of their time freely and no Trustee received any remuneration in the current or prior year, other than those Trustees who are also employees of the Academy Trust.

The pay of the senior management team is reviewed annually by the Board of Trustees in line with the Academy Trust's pay and remuneration policy and the growing great staff policy and by reference to published pay scales for both teaching and administrative support staff and by reference to available information on similar roles in other similar sized Academy Trusts.

h. Related Parties and Other Connected Charities and Organisations

There are no related parties or connected organisations which either control or significantly influence the decisions and operations of the Academy Trust.

i. Engagement with Employees (including Disabled Persons)

The Academy Trust’s policy is to consult and discuss with employees, through unions, staff councils and at meetings, matters likely to affect employees' interests. Information about matters of concern to employees is given through information bulletins, reports and meetings which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the Academy Trust’s performance. During employment, the Trust seeks to work with employees, taking into account their personal circumstances, to ensure appropriate training, development and advanced employment opportunities are available to them to reach their full potential.

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the Academy Trust continues and that the appropriate training is arranged. It is the Academy Trust’s policy that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

j. Trade union facility time

No employees were relevant Trade Union officials during the relevant period for the year ended 31 August 2024 and no paid time off for Trade Union activities as provided by the Academy Trust during the year.

Objectives and activities

a. Objects and aims

The principal objects of the Academy Trust, as set out in its Articles of Association, are to:

advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum or educational institutions which are principally concerned with providing full-time or part-time education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them.

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Objectives and activities (continued)

The key aims of the Academy Trust during the year ended 31 August 2024 are summarised below:

- To improve the estate of the MAT.
- To ensure quality staffing to enhance the education of the pupils.
- To ensure structures and systems are in place to support the smooth running of each academy whilst sharing best practice to enhance the quality of education for the pupils.
- Improve attendance.
- To ensure the wellbeing and mental health of pupils and staff are supported by the MAT.
- Further develop traded services.
- Expansion of the MAT.

b. Objectives, strategies and activities

The key priorities and activities of the Academy Trust for the year were as follows:

Capital development

There is an ongoing capital programme in liaison with the Local Authority. To date the academies have different time scales attached to their redevelopment as outlined below.

- FWC - projected has been completed during the 2024/25 year.
- WVC - Projected completion of redevelopment works and building of an additional block is September 2027.
- RVC - Site has been identified for new building to transfer all of RVC to one site. Completion date projected as January 2027.

Recruitment and retention of staff

Retention and recruitment of staff continues to be a national challenge with falling numbers of teachers in training and those leaving the profession, and this has a disproportionate effect on AP which has historically been more difficult to recruit to. The Trust has actively supported the CEO with key leadership appointments and has supported the CEO with challenging underperformance.

Where there are gaps in staffing the Trust has supported by ensuring there are finances in place to recruit and in the interim have supply costs available to cover vacancies.

Systems and procedures

As the Trust has developed there have been many trust wide initiative to support collaborative working. MAT CPD takes place weekly with monthly updates from the CEO. Teach meets are facilitated by Google meets and has reduced travel time and increased productivity. Sharing best practice has started to become common place and the SLT work collaboratively together to make sure they work smarter not harder.

Improve attendance

Disadvantaged areas and pupils have suffered the most post pandemic and the Trust is acutely aware of the pressures of attendance nationally in mainstream schools and APs. Strength in relationships has been a crucial factor and the Trustees have and will continue to monitor the pastoral data to ensure that the Trust is making progress.

The CEO and DoE have set aspirational targets for attendance at 80% for each school (the national average in AP is 47.4%) and the Trustees monitor attendance data closely. Persistent absence has also been a national concern that has affected mainstreams and APs. The CEO reports on 10% PA and 50% PA to Trustees who monitor this situation closely. The MAT continues present a very favourable position in comparison to national averages of 10% and 50% PA.

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Objectives and activities (continued)

Due to the nature of AP the Trustees also monitor the attendance of pupils against their attendance at their previous setting showing the added value that IET has maintained.

Mental health and wellbeing of pupils and staff

Mental health and wellbeing has always been a key priority in our schools and it was no surprise that we saw a decline in pupils and staff wellbeing and mental health as we came out of the pandemic.

For the pupils we have ensured that they have the support of well trained staff in school as well as signposting external agencies. Some of the level of need has been more extreme post pandemic and we have had to adapt how we address some of these issues. The curriculum on offer helps pupils especially the softer parts of the curriculum such as the enrichment activities that we offer as part of the timetable.

For staff we have continued much of what we did prior to the pandemic around building a good team, doing activities together, regular Friday catch ups and a fun atmosphere at work. We have extended this with other initiative such as the "Christmas gift" day off where a staff member in liaison with their line manager can take a day off during the year in term time and the "me time" where, in liaison with their line manager, then can come to school later or leave earlier on a specified day in the year.

We have also set up a wellbeing working party that consists of staff from across the Trust not including the CEO or DoE who then make suggestions to the ELT about how staff are feeling and how they can be supported more. This working party has carried out questionnaires across the trust and recommendations following these questionnaires have been implemented, we are beginning to see an improvement in many areas outlined in the questionnaire.

The Trustees challenge the CEO / DoE around the results of the above questionnaires to support staff wellbeing.

Further develop traded services

A key aspect of the MAT is the traded services offer. Trustees monitor closely this offer and have challenge the CEO and DoE around the reporting of these services so as to make sure that the correct checks and balances are in place. Data and information from local mainstream headteacher and the LA inform the traded service provision which has had to adapt to the changing needs.

Expansion of the MAT

In June 2024 the Trust was approached to support a special measures AP as part of the Trust School Improvement Offer (TSIO) and the CEO has been working with the Executive Leader to bring about rapid improvement. The school has a direct academy order and IET has been named as the sponsor and the aim is for the school to join IET in January 2026. The Executive Leader at the school also leads another AP school and this school may also join the Trust during the 2025/26 year.

c. Public benefit

The Academy Trust aims to advance for the public benefit education in Surrey and the surrounding area, offering a broad curriculum and an excellent education environment for its pupils. The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy Trust's aims and objectives and in planning its future activities.

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Strategic report

Achievements and performance

The Academy Trust continues to evolve and to adapt to the ever-changing educational environment. The Academy Trust is committed to continual improvement, which is achieved in a number of ways, including improvement planning, review meetings, continual professional development, lesson observations, performance management, self evaluation, data analysis and action planning. The particular achievements and performance of the Academy Trust during the year ended 31 August 2025 were as follows:

Ofsted outcomes

Wey Valley College was part of test inspections before the introduction of the new Ofsted framework. This was a valuable experience and also enabled professionals from within the AP sector to feedback to Ofsted on how this should be shaped in an AP setting. We hope we have influenced the inspecting of AP.

Attendance

Attendance across the MAT whilst below our high expectations was still above the national average for #APs nationally. IET MAT 73.2% compared to 47.4% nationally.

Persistent Absenteeism was also significantly better than the national averages:

	National Average	Target	Actual to Year end	+/- against national Year to date
IET all Schools 10% PA	82.7%	Less than 60%	57.6%	25.1%
IET all Schools 50% PA	39.2%	less than 20%	17.1%	22.1%

For pupils who attend IET the trust monitors the improvement in attendance against the pupils previous educational setting as this is a good indicator of progress. IET, on average, saw an increase of 18.3% attendance against the pupils' previous settings.

Outcomes

The 2 schools in the Trust performed above the average:

Year	WVC + RVC 2024-2025 (20 students)	Latest Available National Data
At least 1 GCSE or equivalent	100%	57.7%
5 or more GCSEs or their equivalent	60%	12.3%
English and Maths GCSEs or their equivalent 9-1	75%	Not available
At least 1 GCSE 9-4 or their equivalent	100%	20.3%
5 or more 9-4 or their equivalent	0%	1.4%
Accreditation achieved	100%	57.7%

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Strategic report (continued)

Achievements and performance (continued)

Supporting schools

Local headteachers have been struggling with behaviour post pandemic and the MAT has supported schools by:

° providing outreach support
° providing INSET to support behaviour management
° providing mentoring and therapy to support pupils
° providing School to School support

IET has also provided support to mainstream schools by supporting their separately commissioned APs that they have previously run themselves. These provisions now form part of IET traded services offer.

a. Key performance indicators

The Academy Trust uses a number of benchmarks or performance indicators to evaluate its financial performance and drive budgetary control and monitoring.

A key financial performance indicator for the Trust is the level of reserves held at the balance sheet date and, in particular, the amount of unrestricted reserves plus restricted income reserves at year end. At 31 August 2025, the balance of the unrestricted and restricted income reserves was £276,597 (2024: £421,125). Further details on the level of reserves held by the Academy Trust are set out in the Reserves Policy section below.

The level of traded services income is also a key financial performance indicator for the Trust as traded services equate to circa 20% of the annual income of the Trust, this is monitored closely by the Board of Trustees.

The majority of the Academy Trust's funding is based on our commissioning agreement with the ESFA and Surrey County Council which is 3 years into a 5 year cycle where funds are allocated on a PAN basis.

Staffing costs are another key performance indicator for the Academy Trust and the percentage of total staff costs to total income (excluding capital income) for the year was 88.3% (2024: 85.4%), while the percentage of staff costs to total costs (excluding depreciation and LGPS FRS102 pension cost charges) was 85.8% (2024: 86.0%).

As the MAT is primarily focused on education outputs then a KPI is to ensure the Trust stays above AP national averages in attainment and attendance. The Trust has set ambitious targets for attendance of 80% and this will be a KPI.

b. Going concern

The Trust will continue to operate as a going concern despite financial pressures around pay rises, the level of inflation and cost of living.

The Trust budgeted for a 5% unfunded pay rise to teacher and support staff and whilst the support staff pay increase is still yet to be decided the Teacher pay rise is funded above the 3.5% already allocated.

<u>Energy prices:</u>

- The cost of energy has started to decline throughout the year however this is still a potential risk as the current buildings are not energy efficient.

- The ongoing capital programme will, in the future, ensure that the new buildings are energy efficient and will help ensure that the Trust's energy costs will be able to be met.

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Strategic report (continued)

Achievements and performance (continued)

The state of the buildings within the MAT estate:

Two of the buildings are not in a good state of repair and there could be costs involved with the upkeep of the buildings whilst the capital programme is being completed. The Trust will consider CIF bids should that be required and there is ongoing support from the LA around the buildings as they recognise that the buildings were in poor condition when they were transferred to the Trust.

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

Financial review

The Trust GAG pools its funding fully and each academy does not receive a separate budget; it is all managed centrally.

For the year ended 31 August 2025, the Academy Trust's total income (excluding capital grants and donated fixed assets) was £4,685,534 (2024: £4,493,237) while the total expenditure (excluding depreciation and LGPS FRS102 pension cost charges) was £4,838,002 (2024: £4,461,317), resulting in a net operating deficit for the year of £152,468 (2024: net operating surplus of £31,920).

The net book value of fixed assets at 31 August 2024 were £11,998,007. The fixed assets held by the Academy Trust are used exclusively for providing education and associated support services to the pupils of the Academy Trust.

Included within the Academy's balance sheet at year end is a defined benefit pension scheme balance of £Nil (2024: £Nil) which arises from the Local Government Pension Scheme ("LGPS") that is attributable to the Academy Trust. Further details regarding the LGPS asset at 31 August 2025 and the basis on which this has been recognised in the financial statements are set out in note 26 to the financial statements.

The key financial policies reviewed and adopted during the period included the Financial Procedures Policies and Manual, which lays out the framework for the Academy Trust's financial management, including financial responsibilities of the Board of Trustees, CEO, managers, budget holders and other staff, as well as the delegated authorities for spending. The other financial policies reviewed and adopted during the period included:

Pay Policy
Financial procedures manual
Gifts, hospitality, and anti-bribery
Procurement
Remissions and charging
Investment
Anti Fraud Policy
Finance Policy
Financial Procedures
Growing Great Leaders
Growing Great Support Staff
Growing Great Teachers
Pupil Premium Policy
Restructuring and Redundancy

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a. Reserves policy

The Trustees review the reserve levels of the Academy Trust annually. This review encompasses the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees also 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 operating reserves should be approximately 5% of the GAG and top up funding. The reason for this is to provide sufficient working capital to cover delays between spending and receipts of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance, long term staff absences etc.

The Academy Trust's current level of operating reserves at 31 August 2025 is £276,597 (2024: £421,125), which is made up of restricted income funds of £Nil (2024: £Nil) and unrestricted funds of £276,597 (2024: £421,125). This equates to 5.9% of the Trust's GAG and top up funding. Although the current level of operating reserves is above the target level identified above, the Trustees expectation is that these reserves will be utilised over the next few years to fund the ongoing development of the Academy Trust, including the need to fund ongoing pay increases and energy cost increases across the sector and the need to fund ongoing capital projects and developments.

The value of the restricted fixed asset fund at 31 August 2025 is £12,025,232 (2024: £7,340,990), which is represented by the fixed assets that are used exclusively for providing education and associated support services to the pupils of the Trust, and the balance of unspent capital grants to be used on future capital expenditure. These funds can only be realised by disposing of the associated tangible fixed assets or by utilising the amounts of unspent capital grants in line with the terms and conditions of those grants.

The pension reserve fund has a balance at 31 August 2025 of £Nil, which represents the balance in the LGPS at the balance sheet date. Whilst the actuary's FRS102 valuation report at 31 August 2025 indicated an asset in the scheme of £669,000, the pension asset has been reduced to a £Nil balance in the financial statements. The effect of this asset position is that Academy Trust may be required to make reduced pension contributions over the next 3 year funding period. These reduced pension contributions will continue to be funded from the Trust's annual recurring income. In the event that the LGPS moves in an overall deficit position in the future, the Trustees have noted however that the Government has provided a guarantee that in the event of an Academy closure, any outstanding LGPS liabilities would be met by the Department for Education.

b. Investment policy

The trust is in its third year of operation and, whilst the trust will consider investment in the future, they do not feel it is appropriate at this time with so many uncertainties for the trust. In future years any funds surplus to immediate requirements may be invested to optimal effect by the Academy Trust with the objective of ensuring maximum return on assets invested but with minimal risk.

c. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Academy Trust is exposed, especially in the operational areas, such as teaching, health & safety, safeguarding, and school trips, and in relation to the control of finances and strategical development of the Trust. They have introduced systems, including operational procedures and internal financial controls in order to minimise risk and have agreed a Risk Management Strategy and Risk Management Plan, which incorporates a Risk Register. The Risk Management Plan is constantly reviewed in light of any new information and formally reviewed annually.

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

<u>Educational</u>

The continuing success of the Academy Trust is dependent on continuing the relationships between the trust, the LA and local schools to maintain the highest educational standards across all key stages.

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To mitigate this risk, the Trustees ensure that pupil success and achievement are closely monitored and reviewed, with corrective actions embedded at an early stage, and that relationships and partnerships with parents, the local community and other organisations and groups are maintained and are effective in producing a cohesive and supportive community.

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 & safety and discipline. The trust has worked closely with the NSPCC and professionals involved in reviewing KCSIE to aim for best practice in safeguarding and child protection.

Financial

The Academy Trust has considerable reliance on continued Government funding through the ESFA and the Local Authority. In the year, approximately 80% of the Academy Trust's operating income was ultimately Government funded. Whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms, particularly in light of continuing cost pressures facing the sector.

Continuing increases in employment costs, including potential underfunded pay increases and pension costs associated with both the Teachers' Pension Scheme and the Local Government Pension Scheme(s), and premises costs, including the significant impact of energy cost increases, will also continue to place significant pressure on the Academy Trust's financial position and its ability to deliver balance budgets in the future.

The Trustees examine the financial health of the Academy Trust formally every month, reviewing performance against budgets and overall expenditure by means of regular update reports at all full Trustees and Business and Finance Committee meetings.

At the balance sheet date, the Academy Trust had no significant liabilities arising from trade creditors or debtors where there would be a significant effect on the Academy Trust's liquidity.

As detailed earlier in this report, the actuary's FRS102 valuation report at 31 August 2025 indicated an asset in the scheme of £669,000. The Trustees recognise that this position will change from year to year depending on the various assumptions adopted by the actuaries when completing the FRS102 valuation reports. As such, the LGPS could still present a significant potential liability to the Academy Trust in the future. However, as the Trustees consider the Academy Trust is able to meet its known annual contribution commitments for the foreseeable future, the risk from this potential future liability is considered to be very low. The Trustees have noted however that the Government has provided a guarantee that in the event of an Academy closure, any outstanding LGPS liabilities would be met by the Department for Education.

Estates

Trustees look to ensure that the importance of health and safety of students, staff and visitors is considered a top priority in its schools. Health and safety policies and procedures are in place, with independent reviews and support from specialist external advisors, and all staff are expected to complete online health and safety training annually.

Financial spending decisions are made by the Trust, for instance in investment in the school property, in order to ensure the site condition is safe and fit for purpose.

Whilst the buildings that the schools operate in are sub-standard and in need of work, the Trust is part of the Surrey Capital Programme which is aimed at making the estate fit for purpose with either new builds or refurbishment of existing buildings by 2027-28. In March 2025, the Trust took possession of a brand new school building as part of this capital development.

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Staffing

The success of the Academy Trust is reliant on the quality of its staff, 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 which has been added to the Risk Register

Failures in governance and / or management

The risk in this area arises from the 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 appropriate measures are in place to mitigate these risks, which includes those relating to fraud and mismanagement of funds.

Fraud and mismanagement of funds

The Academy Trust has engaged Maiden Erlegh Trust, as an internal auditor, to perform a program of work aimed at checking and reviewing the financial systems and manual and records as required by the Academies Financial Handbook.

All finance staff receive training to keep them up to date with financial practice requirements and to develop their skills in this area.

Cyber security

The Trust is working hard to develop its processes around cyber security to ensure it is well protected against cyber crime and is aiming for best practice not just meeting the requirements.

Fundraising

The Academy Trust has not undertaken any material fundraising activities during the year ended 31 August 2025.

Plans for future periods

The Academy Trust's plans for future periods are:

Expansion of the MAT:

- To ensure that the Trust remains a going concern there is likely to be a need for expansion. This will be carefully implemented by the Trustees.
- There is potential in 2025-26 for two PRUs to join the Trust from outside of Surrey.
- 3 smaller APs run by mainstream schools with Surrey LA funding have either joined the MAT or are being overseen by IET. This compliments the aim for expansion but is bonded by funding.

Developing further the Traded services offer:

- The growing demand and necessity for growth in this area is a key to future development and as new schools join the Trust this will be expanded.

Funds held as custodian on behalf of others

The Academy Trust and its Trustees do not act as Custodian Trustees of any other charity.

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Disclosure of information to auditor

In so far as the Trustees are aware:

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

Auditor

The auditors, Cooper Parry Group Limited, have indicated their willingness to continue in office and will be proposed for reappointment in accordance with section 485 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 3 December 2025 and signed on its behalf by:



R Searle
Chair of Trustees

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INCLUSIVE EDUCATION TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that Inclusive Education 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 Academy Trust Governance Guide.

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

Governance

The information on governance included here supplements that information that is described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 6 times during the year ended 31 August 2025.

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

Trustee	Meetings attended	Out of a possible
R Searle	5	6
J Bradley	6	6
M Armstrong-Harris	4	6
C Allam	4	6
J Mitchel	6	6
B Maguire Boyle	4	6
M Anouf	4	6
A Thynne	5	6
A Meehan	5	6

During the year ended 31 August 2025, the Board of Trustees reviewed the Academy Trust’s governance structure in order to evaluate its impact and effectiveness, and this included undertaking a skills audit and a review of the performance of the Chair.

The Board of Trustees met 6 times during the year including 2 strategy days. The Board have set up 2 sub-committees; Business and Finance and Audit and Risk.

The schedule of meeting for the coming year is as follows:

- Full Board x 6 (including two strategy days)
- Business and Finance x 3
- Audit and Risk x 3

The minutes of these sub-Committee meetings are provided to the full Board of Trustees and the Chairs of these sub-Committees report to each full Board of Trustee meeting on the key matters considered at their meetings and the impact for consideration by the full Board of Trustees.

Trustees have also taken a proactive role in linking with individual academies to develop greater knowledge of the impact of the Trust’s strategic direction and work of the central team through informal engagement with school leaders, staff and the wider community.

The Board of Trustees have not undertaken a governance review but have reviewed the scheme of delegation to start to give the LGBs more accountability. When the new school(s) join in 2025-26 the Trust will look at a governance review.

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Governance (continued)

Conflicts of Interests

The Academy Trust has a Conflicts of Interest policy in place, which is regularly reviewed and updated by management and the Board of Trustees. This policy is communicated to all Members, Trustees, LGBs and employees of the Academy Trust and all Members, Trustees and senior leadership team employees are required to confirm they have read the Conflicts of Interest policy on annual basis.

In line with the policy, all Members, Trustees, LGB members are required to complete a declaration of any business or pecuniary interests on an annual basis or, in the case of individuals taking up these roles during the year, at the point of taking up their role. A register of interests is then maintained by the Academy Trust's Governance Clerk, which is reviewed at the start of each Board of Trustee meeting and also provided to Academy Trust's finance team for monitoring in relation to any transactions with any organisations in which interests have been declared. Any transactions with organisations in which any interests have been declared are reported to the Board of Trustees in advance of the transactions, so that formal approval can be provided by the Board where the transaction is considered appropriate and formal notification to the ESFA can then be made, including where relevant, seeking pre-approval.

Business and Finance Committee

The Business and Finance Committee is a sub-Committee of the Board of Trustees. Its purpose is to provide oversight, guidance and assistance to the Board of Trustees on all matters related to finance, resources, premises and Health & Safety of the Academy Trust.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
C Allam, Chair	3	3
B Maguire-Boyle	2	3
J Bradley	3	3
A Thynne	2	3

The The key issues dealt with by the Committee during the year was the review of the Academy Trust's 3- year financial forecasts, recommending the budget to the full board and the actions required to address the impact of increased cost pressures expected over this forecast period.

The Committee also gained greater knowledge of how an AP academy is funded and the complexities around not having fixed income for all aspects of the work of the AP MAT.

The Committee also focused on the traded services offer and the risk and opportunities presented by the offer.

Audit and Risk Committee

The Audit and Risk Committee is also a sub-Committee of the Board of Trustees. Its purpose is to maintain an oversight of the Trust's governance, risk management and review of internal and external audits. It will report its findings annually to the Board of Trustees and the Accounting Officer as a critical element of the Trust's annual reporting requirements.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
J Mitchell, Chair	3	3
M Armstrong-Harris	2	3
J Bradley	3	3
A Thynne	2	3

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Governance (continued)

The key issue dealt with by the Audit and Risk Committee during the year was the review of the reports received from the peer reviewer regarding the internal audit carried out and overseeing the implementation of recommendations from the report as well as ensuring that the risk register is up to date and fit for purpose. Through internal monitoring the Committee recommended a fraud and traded services audit be carried out.

Review of value for money

As Accounting Officer, the CEO has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received. In assessing value for money the Trust and the CEO have asked themselves the following questions;

Does the school benchmark its income and expenditure annually against that of similar schools and investigate further where any category appears to be out of line?

• Benchmarking is always more difficult in AP due to the nature of the pupils and their needs which changes regularly. Despite this we benchmarked our staffing against similar AP or PRUs within Surrey and nationally. With particular regard to staffing the trust is in line with others and has a good staffing model of support and teaching staff that has been copied by other AP providers.

Does the school have procedures for purchasing goods and services that both meet legal requirements and secure value for money?

• There are robust processes in place with limits for approvals monitored by the CFO and CEO / DoE. All significant purchases for goods or services require 3 quotes and are assessed against value for money as outlined in the financial procedure's manual.

Are balances at a reasonable level and does the school have a clear plan for using the money it plans to hold in balances at the end of each year?

• Notwithstanding the reserves the Trust has a balance at a reasonable level. Any funds that are surplus to requirements will be used to support 1-1 learning and interventions within our academies.

Does the school consider collaboration with others, e.g. on sharing staff or joint purchasing, where that would improve value for money?

• The Trust has shared staffing across its own schools and with mainstream schools who have struggled with expertise in behaviour management. This has ensured a better financial position of the Trust.

• The Trust has supported several other AP schools this year and this has meant that the trust has been able to collaborate to improve the skill set of existing staff as well as support other APs that are in need of expertise. This has led to income for the Trust and hence improve value for money.

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

- Sharing staff across the academies within the Trust and supporting other AP schools.
- Providing services to mainstream and other institutions to offset staff costs and save the MAT money.
- Developing MAT wide responsibilities for key personal offsetting staffing cost to ensure the Trust maximises expertise.
- Developed the traded services offer to enable an expanded workforce that supports IET schools as well as the wider community.

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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 the Academy Trust's 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 Inclusive Education Trust for the period from 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period from 1 September 2024 to 31 August 2025 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;
- regular reviews by the Business and Finance Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- identification and management of risks.

The Board of Trustees has decided not to appoint an internal auditor. However, the Trustees have appointed , the Chief Financial Officer of The Maiden Erlegh Trust, to perform a peer review.

This option has been chosen as, given the current structure of the Academy Trust, the Board of Trustees believe this provides a robust and best value approach to providing assurance that the Academy Trust's financial and non-financial controls and risk management procedures are operating effectively.

The reviewer's role includes offering advice and insight to the Board of Trustees on how to address weaknesses non-financial controls as well as evaluating the suitability of, and level of compliance with, non-financial controls. This includes assessing whether procedures are effective and efficient, and checking whether agreed controls and procedures have been followed. The reviewer has undertaken one focused review during the year and the scope of work included a comprehensive look at internal controls around fraud and the Trust's traded services.

On an annual basis, the reviewer reports to the Board of Trustees through the Audit and Risk Committee, on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and 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. The reviewer has delivered their program of work during the year ended 31 August 2025 as planned.

A detailed report was presented to Trustees and as a summary the audit found the following:

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The risk and control framework (continued)

1. Online Banking and Payment Controls (High Priority)

• Currently, only one approver is required for releasing payments from the Trust's bank account.
• Recommendation: Implement dual authorisation for all online bank payments to strengthen controls and reduce the risk of fraud or error.

2. Petty Cash Controls

• Debit cards are used to withdraw cash for petty cash needs, increasing the risk of theft or misuse, and weakening the audit trail.
• Recommendations: Move towards a cashless system for minor purchases by replacing petty cash with pre-paid cards (such as Equals cards) that provide spending controls, audit trails, and transaction limits. Phase out cash withdrawals using debit cards to align with good financial practice and reduce risks.

3. Debit Card Usage

• Card details are sometimes saved on websites for future use, increasing the risk of misuse.
• Recommendation: Require manual entry of card details for each online transaction to enhance security.

4. Cyber Security and Fraud Awareness Training

• No formal training in place for finance staff on cyber security or fraud prevention.
• Recommendation: Introduce mandatory cyber security and fraud training for finance staff.

5. Traded Services Invoicing and Income Reconciliation

• Risk of double counting income was identified.
• Recommendation: Implement a monthly reconciliation between the income tracking spreadsheet and the Trust's financial system (Xero) to prevent duplication or omission of income.

• Password protection and formula locking are not currently applied to the income tracking spreadsheet.
• Recommendation: Introduce password protection and formula locking to mitigate the risk of unauthorised changes and formula errors.

6. Staff Expenses Policy

• No formally documented staff expense policy has been adopted by the Trust.
• Recommendation: Formally adopt and document an expense policy on Trust-headed paper and make it publicly available.

7. Supplier Management Controls

• New supplier forms were not completed for all new suppliers.
• Recommendation: Ensure that a new supplier form is completed and authorised for all new suppliers, without exception.

Other Recommendations:

• Ensure monthly petty cash reconciliations are completed and included in the month-end checklist.
• Obtain documented Headteacher approval for petty cash payments to students, with evidence of receipt.
• Monitor and record the number of invoices processed without a prior purchase order on the month-end checklist.
• Continue to maintain evidence of reconciliations for purchase ledger, staff expenses, and bank accounts.

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The risk and control framework (continued)

Overall Conclusion

Overall, while many controls are in place and operating effectively, the audit identified several key areas for improvement. One area requiring urgent attention relates to the authorisation process for online banking payments. Prompt implementation of the recommendations will enhance the Trust's internal controls, reduce fraud risks, and improve financial governance.

Review of effectiveness

As Accounting Officer, the CEO has responsibility for reviewing the effectiveness of the system of internal control. During the year ended 31 August 2025 the review has been informed by:

- the work of the peer reviewer;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework;
- the financial management and governance self-assessment process, including the School Resource Management Self-Assessment Tool;
- the work of the external auditor; and
- Correspondence from the DfE.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit and Risk Committee and a plan to 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 Trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the members of the Board of Trustees on 3 December 2025 and signed on their behalf by:



Ron Searle
Chair of Trustees



Dave Euridge
Accounting Officer

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INCLUSIVE EDUCATION TRUST

(A Company Limited by Guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Inclusive Education Trust, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the Trust's funding agreement with DfE, and the requirements of the Academy Trust Handbook, including responsibilities for estates safety and management. I have also considered my responsibility to notify the Academy Trust Board of Trustees and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management.

I confirm that I, and the Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the framework of authorities.

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 DfE.



D Euridge
Accounting Officer

Date: 3 December 2025

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INCLUSIVE EDUCATION TRUST

(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2025

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 Department for Education, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The 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 DfE have been applied for the purposes intended.

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

Approved by order of the members of the Board of Trustees on 3 December 2025 and signed on its behalf by:



R Searle
Chair of Trustees

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INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF INCLUSIVE EDUCATION TRUST

Opinion

We have audited the financial statements of Inclusive Education Trust (the 'Academy Trust') for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

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 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

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Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in Trustees' Report, which includes the Strategic Report and the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and.
- the Strategic Report and the Directors' Report included within the 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 Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report included within the Trustees' Report..

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

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

Responsibilities of trustees

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

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

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Auditor's responsibilities for the audit of the financial statements

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

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

Our assessment focused on key laws and regulations the Academy Trust has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, the Academy Trust Handbook 2024, the Academies Accounts Direction 2024 to 2025, taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities, including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Academy Trust and how the Academy Trust is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Academy Trust's control environment and how the Academy Trust has applied relevant control procedures, through discussions with Trustees and other management and by reviewing the reports on the internal scrutiny work commissioned by the trust in relation to the year and by performing walkthrough testing over key areas;
- obtaining an understanding of the Academy Trust's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

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.

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

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Use of our report

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

Signed by:
Kevin Hodgetts
4565E73EF2F046E...

Kevin Hodgetts (Senior Statutory Auditor)
for and on behalf of
Cooper Parry Group Limited
Statutory Auditor
Cubo Birmingham
4th Floor
Two Chamberlain Square
Birmingham
B3 3AX

19 December 2025

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INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO INCLUSIVE EDUCATION TRUST AND THE SECRETARY OF STATE FOR EDUCATION

In accordance with the terms of our engagement letter dated 9 July 2021 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Inclusive Education Trust during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

This report is made solely to Inclusive Education Trust and the Secretary of State for Education in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Inclusive Education Trust and the Secretary of State for Education 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 Inclusive Education Trust and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Inclusive Education Trust's Accounting Officer and the Reporting Accountant

The Accounting Officer is responsible, under the requirements of Inclusive Education Trust's funding agreement with the Secretary of State for Education dated 25 August 2021 and the Academy Trust Handbook, extant from 1 September 2024, 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 extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2024 to 31 August 2025 have not been applied for the 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 DfE. We performed a limited assurance engagement as set out 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 our conclusions included:

- Reviewing the internal control policies and procedures implemented by the Academy Trust and evaluating their design and effectiveness to understand how the Academy Trust has complied with the framework of authorities, including reviewing the reports on the internal scrutiny work commissioned by the Academy Trust in relation to the year;

- Reviewing the minutes of meetings of the Trustees, relevant sub-committees and other evidence made available to us, relevant to our consideration of regularity;

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- Enquiries of the Accounting Officer, including reviewing the work undertaken by the Accounting Officer in relation to their Statement on Regularity, Propriety and Compliance; and

- Detailed testing of the income and expenditure of the Academy Trust based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit of the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

In line with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued March 2025, we have not performed any additional procedures regarding the Trust's compliance with safeguarding, health and safety and estates management.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2024 to 31 August 2025 has not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Cooper Parry Group Ltd.

Reporting Accountant
Cooper Parry Group Limited
Statutory Auditor

Cubo Birmingham
4th Floor
Two Chamberlain Square
Birmingham
B3 3AX

Date: 19 December 2025

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INCLUSIVE EDUCATION TRUST

(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:						
Donations and capital grants	3	-	-	4,795,007	4,795,007	18,820
Other trading activities	5	828,637	-	-	828,637	650,489
Investments	6	-	7,000	-	7,000	1,000
Charitable activities	4	8,403	3,848,494	-	3,856,897	3,841,193
Total income		837,040	3,855,494	4,795,007	9,487,541	4,511,502
Expenditure on:						
Charitable activities	7,8,9	276,251	4,558,751	102,825	4,937,827	4,744,061
Total expenditure		276,251	4,558,751	102,825	4,937,827	4,744,061
Net income/(expenditure)		560,789	(703,257)	4,692,182	4,549,714	(232,559)
Transfers between funds	19	(705,317)	713,257	(7,940)	-	-
Net movement in funds before other recognised gains/(losses)		(144,528)	10,000	4,684,242	4,549,714	(232,559)
Other recognised gains/(losses):						
Actuarial losses on defined benefit pension schemes	26	-	(10,000)	-	(10,000)	(10,000)
Net movement in funds		(144,528)	-	4,684,242	4,539,714	(242,559)
Reconciliation of funds:						
Total funds brought forward	19	421,125	-	7,340,990	7,762,115	8,004,674
Total funds carried forward	19	276,597	-	12,025,232	12,301,829	7,762,115

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

The notes on pages 32 to 54 form part of these financial statements.

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INCLUSIVE EDUCATION TRUST

(A Company Limited by Guarantee)
REGISTERED NUMBER: 13288914

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	15		11,998,097		7,285,717
			11,998,097		7,285,717
Current assets					
Debtors	16	445,619		218,291	
Cash at bank and in hand		295,145		458,045	
		740,764		676,336	
Current liabilities					
Creditors: amounts falling due within one year	17	(437,032)		(199,938)	
Net current assets			303,732		476,398
Total assets less current liabilities			12,301,829		7,762,115
Net assets excluding pension asset			12,301,829		7,762,115
Total net assets			12,301,829		7,762,115
Funds of the Academy Trust					
Restricted funds:					
Fixed asset funds	19	12,025,232		7,340,990	
Total restricted funds	19		12,025,232		7,340,990
Unrestricted income funds	19		276,597		421,125
Total funds			12,301,829		7,762,115

The financial statements on pages 29 to 54 were approved by the Trustees, and authorised for issue on 03 December 2025 and are signed on their behalf, by:

R Searle
Chair of Trustees

The notes on pages 32 to 54 form part of these financial statements.

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INCLUSIVE EDUCATION TRUST

(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	21	(142,702)	10,793
Cash flows from investing activities	22	(20,198)	(11,662)
Change in cash and cash equivalents in the year		(162,900)	(869)
Cash and cash equivalents at the beginning of the year		458,045	458,914
Cash and cash equivalents at the end of the year	23, 24	295,145	458,045

The notes on pages 32 to 54 form part of these financial statements

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

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.

1.1 Basis of preparation of financial statements

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2024 to 2025 issued by DfE, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust 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.

1.3 Income

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

- **Grants**

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

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

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

- **Donations**

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

- **Other income**

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

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1. Accounting policies (continued)

1.3 Income (continued)

- **Donated fixed assets (excluding transfers on conversion or into the Academy Trust)**
  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 should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

1.5 Tangible fixed assets

Other than computer equipment, assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

The estimated useful lives are as follows:

Long-term leasehold property	- 50	years for buildings
	- 125	years for land (being the period of the lease)
Furniture and equipment	- 5	years
Computer equipment	- 3	years

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

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1. Accounting policies (continued)

1.5 Tangible fixed assets (continued)

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

1.6 Debtors

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

1.7 Cash at bank and in hand

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

1.8 Liabilities

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Academy 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.

1.9 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. 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 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.10 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 the funders where the asset acquired or created is held for a specific purpose.

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

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1. Accounting policies (continued)

1.11 Pensions

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 so as 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 on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

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

Where the present value of the defined benefit obligations at the Balance Sheet date is less than the fair value of scheme assets at that date, the scheme has a surplus. The scheme surplus is recognised as a defined benefit plan asset by the Academy Trust only to the extent that the Academy Trust is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme.

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2. Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions:

The Academy 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 asset / liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension asset / 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 asset / liability at 31 August 2025. 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 asset / liability.

To the extent the there is a surplus in the Local Government Pension Scheme at the Balance Sheet date, there is significant judgment needed in assessing whether the surplus should be recognised as a pension asset or whether the surplus should be restricted to some level or in total. This assessment will need to consider whether the Academy Trust, as the employer, has an unconditional right to a refund of the surplus in the scheme and whether there is an economic accounting benefit available to the Academy Trust as a contribution reduction, which will also include assessing whether a minimum funding requirement for future service and / or past service exists in the scheme. The impact of these assessments on the extent to which the scheme surplus has been recognised as a pension asset at the Balance Sheet date are set out in note 26.

Tangible fixed assets are depreciated over their economic useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors.

Critical areas of judgement:

The classification of expenditure between restricted and unrestricted funds is considered a critical area of judgement as certain expenditure can be applied to both funds. Where this is the case and the amounts in question are considered material, the expenditure is apportioned to both funding streams on an appropriate basis.

The Academy Trust obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy Trust to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains the risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

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3. Income from donations and capital grants

	Unrestricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations and capital grants	-	42,276	42,276	18,820
Tangible fixed assets donated by the Local Authority	-	4,752,731	4,752,731	-
Total 2025	-	4,795,007	4,795,007	18,820
Total 2024	1,555	17,265	18,820	

4. Funding for the Academy Trust's charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Educational operations				
DfE grants				
General Annual Grant	-	1,400,000	1,400,000	1,400,000
Other DfE grants				
Pupil Premium	-	44,903	44,903	48,268
Other DfE/ESFA grants	-	21,490	21,490	56,506
	-	1,466,393	1,466,393	1,504,774
Other Government grants				
Local Authority Top-Up Funding	-	1,883,058	1,883,058	1,785,110
Other Local Authority grants	-	456,043	456,043	521,265
	-	2,339,101	2,339,101	2,306,375
Other income from the Academy Trust's educational operations	8,403	43,000	51,403	30,044
	8,403	3,848,494	3,856,897	3,841,193
Total 2025	8,403	3,848,494	3,856,897	3,841,193
Total 2024	44	3,841,149	3,841,193	

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

5. Income from other trading activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from ancillary trading activities	828,637	828,637	650,489
Total 2024	650,489	650,489	

6. Investment income

	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
LGPS FRS102 net interest income	7,000	7,000	1,000
Total 2024	1,000	1,000	

7. Expenditure

	Staff Costs 2025 £	Premises 2025 £	Other 2025 £	Total 2025 £	Total 2024 £
Educational activities:					
Direct costs	3,358,767	-	213,870	3,572,637	3,223,190
Allocated support costs	775,621	227,745	361,824	1,365,190	1,520,871
Total 2025	4,134,388	227,745	575,694	4,937,827	4,744,061
Total 2024	3,838,378	240,587	665,096	4,744,061	

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
Educational operations	276,251	4,661,576	4,937,827	4,744,061
Total 2024	373,934	4,370,127	4,744,061	

9. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Educational operations	3,572,637	1,365,190	4,937,827	4,744,061
Total 2024	3,223,190	1,520,871	4,744,061	

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9. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2025 £	Total funds 2024 £
Staff costs	775,621	763,027
Depreciation	102,825	132,104
Premises costs	58,214	122,940
Insurance	4,744	5,122
Cleaning & caretaking	92,794	72,530
Other premises costs	76,737	45,117
Other support	36,065	19,630
Loss on disposal of fixed assets	-	149,640
Technology costs	56,803	46,347
Administrative costs	30,994	23,992
Travelling costs	25,592	33,905
Professional costs	68,689	58,443
Governance costs	36,112	48,074
	1,365,190	1,520,871

Included within professional costs are legal fees of £3,053 (2024: £Nil) incurred in relation to the transfers of schools into the Academy Trust and £3,254 (2024: £Nil) in relation to other matters.

10. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2025 £	2024 £
Depreciation of tangible fixed assets	102,825	132,104
Loss on disposal of fixed assets	-	(149,640)
Fees paid to auditor for:		
- audit	14,850	13,400
- other services	8,400	6,850

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11. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	2,881,916	2,599,858
Social security costs	334,799	270,595
Pension costs	641,423	514,853
	3,858,138	3,385,306
Agency staff costs	276,250	453,072
	4,134,388	3,838,378

b. Staff numbers

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

	2025 No.	2024 No.
Management	30	12
Teacher	14	28
Administration and Support	29	29
	73	69

c. Higher paid staff

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

	2025 No.	2024 No.
In the band £60,001 - £70,000	6	5
In the band £70,001 - £80,000	2	2
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	1	1
In the band £120,001 - £130,000	1	-

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11. Staff (continued)

d. 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 £461,258 (2024 - £414,397).

12. Central services

No central services were provided by the Academy Trust to its academies during the year and no central charges arose.

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 August 2025, no Trustee expenses have been incurred (2024 - £NIL).

14. Trustees' and Officers' insurance

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

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15. Tangible fixed assets

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 September 2024	7,530,000	242	47,539	7,577,781
Additions	4,693,140	79,834	42,231	4,815,205
At 31 August 2025	12,223,140	80,076	89,770	12,392,986
Depreciation				
At 1 September 2024	265,414	242	26,408	292,064
Charge for the year	82,336	4,639	15,850	102,825
At 31 August 2025	347,750	4,881	42,258	394,889
Net book value				
At 31 August 2025	11,875,390	75,195	47,512	11,998,097
At 31 August 2024	7,264,586	-	21,131	7,285,717

The Academy Trust's transactions relating to land and buildings included the new school building and related furniture and equipment at the Fordway Centre totalling £4,752,731 which was handed over to the Academy Trust by the Local Authority in March 2025.

16. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	221,315	159,830
Prepayments and accrued income	195,219	35,382
VAT recoverable	29,085	23,079
	445,619	218,291

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17. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	73,235	33,674
Other taxation and social security	156,225	127,836
Accruals and deferred income	207,572	38,428
	437,032	199,938

	2025 £	2024 £
Deferred income at 1 September 2024	3,349	-
Resources deferred during the year	156,475	3,349
Amounts released from previous periods	(3,349)	-
	156,475	3,349

Deferred income at the balance sheet date is represented by grant funds received in advance which relate to activities that will be undertaken during the year ending 31 August 2025.

18. Financial instruments

	2025 £	2024 £
Financial assets		
Financial assets measured at fair value through income and expenditure	295,145	458,045

Financial assets measured at fair value through income and expenditure comprises of cash and cash equivalent.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

19. Statement of funds

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
Unrestricted funds						
General Funds - all funds	421,125	837,040	(276,251)	(705,317)	-	276,597
Restricted general funds						
General Annual Grant	-	1,400,000	(2,113,257)	713,257	-	-
Pupil premium	-	44,903	(44,903)	-	-	-
Other DfE/ESFA grants	-	21,490	(21,490)	-	-	-
Local Authority grants	-	2,339,101	(2,339,101)	-	-	-
Other income	-	43,000	(43,000)	-	-	-
Pension reserve	-	7,000	3,000	-	(10,000)	-
	-	3,855,494	(4,558,751)	713,257	(10,000)	-
Restricted fixed asset funds						
Capital grants	55,273	42,276	-	(70,414)	-	27,135
Tangible fixed assets	7,285,717	4,752,731	(102,825)	62,474	-	11,998,097
	7,340,990	4,795,007	(102,825)	(7,940)	-	12,025,232
Total Restricted funds	7,340,990	8,650,501	(4,661,576)	705,317	(10,000)	12,025,232
Total funds	7,762,115	9,487,541	(4,937,827)	-	(10,000)	12,301,829

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

Restricted Funds:

The General Annual Grant funding must be used for the normal running costs of the Academy Trust in line with the Academy Trust's charitable objects and the terms and conditions of the Academy Trust's funding agreement. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2025.

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19. Statement of funds (continued)

The pupil premium funding must be used to support children from families on low income or children in care.

Other grants and income, which include DfE grants (including Universal Infant Free School Meal grants, PE / Sport grants, COVID Recovery Premium funding and School Led Tutoring funding), Local Authority funding, and other restricted income, are all used in accordance with the specific restrictions of the individual grants and funding provided.

The pension reserve represents the Local Government Pension Scheme deficit.

Restricted Fixed Asset Funds:

Restricted fixed asset funds represent the investment in fixed assets, net of accumulated depreciation, and includes the value of fixed assets transferred to the Academy Trust on conversion of the Schools within the Academy Trust, together with any capital expenditure funded from restricted or unrestricted funds. Unspent capital grants and capital income are also held in this fund and their use is restricted to the capital projects for which the grant awarded.

Transfers of Funds

At the year end a transfer of £713,257 (2024: £246,234) was made from unrestricted funds to restricted funds to fund the shortfall of restricted income over expenditure for the year. This also arises as the staffing and other costs associated with the delivery of certain income generating activities classified as unrestricted funds are part of the overall delivery of educational activities by the Trust are are not separately allocated to unrestricted funds in the Statement of Financial Activities.

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19. Statement of funds (continued)

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
General Funds - all funds	389,205	652,088	(373,934)	(246,234)	-	421,125
Restricted general funds						
General Annual Grant	-	1,400,000	(1,646,234)	246,234	-	-
Pupil premium	-	48,268	(48,268)	-	-	-
Other DfE/ESFA grants	-	56,506	(56,506)	-	-	-
Local Authority grants	-	2,306,375	(2,306,375)	-	-	-
Other income	-	30,000	(30,000)	-	-	-
Pension reserve	10,000	1,000	(1,000)	-	(10,000)	-
	10,000	3,842,149	(4,088,383)	246,234	(10,000)	-
Restricted fixed asset funds						
Capital grants	66,935	17,265	-	(28,927)	-	55,273
Tangible fixed assets	7,538,534	-	(281,744)	28,927	-	7,285,717
	7,605,469	17,265	(281,744)	-	-	7,340,990
Total Restricted funds	7,615,469	3,859,414	(4,370,127)	246,234	(10,000)	7,340,990
Total funds	8,004,674	4,511,502	(4,744,061)	-	(10,000)	7,762,115

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19. Statement of funds (continued)

Total funds analysis by academy

Fund balances for each academy at 31 August 2025 and 31 August 2024 were zero, hence a breakdown by academy is not included in these accounts.

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 2025 £	Total 2024 £
Fordway Centre	469,360	19,227	19,413	39,225	547,225	496,172
Reigate Valley College	1,129,719	326,887	39,344	154,479	1,650,429	1,758,972
Wey valley College	763,325	210,942	22,971	82,948	1,080,186	1,134,653
Central services	886,561	331,368	132,141	210,092	1,560,162	1,071,520
Academy Trust	3,248,965	888,424	213,869	486,744	4,838,002	4,461,317

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	11,998,097	11,998,097
Current assets	713,629	27,135	740,764
Creditors due within one year	(437,032)	-	(437,032)
Total	276,597	12,025,232	12,301,829

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20. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	7,285,717	7,285,717
Current assets	621,063	55,273	676,336
Creditors due within one year	(199,938)	-	(199,938)
Total	421,125	7,340,990	7,762,115

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

	2025 £	2024 £
Net income/(expenditure) for the year (as per Statement of Financial Activities)	4,549,714	(232,559)
Adjustments for:		
Depreciation	102,825	132,104
Capital grants from DfE and other capital income	(42,276)	(17,265)
Fixed assets donated from the Local Authority	(4,752,731)	-
Defined benefit pension scheme cost less contributions payable	(3,000)	1,000
Defined benefit pension scheme finance cost	(7,000)	(1,000)
Increase in debtors	(227,328)	(31,764)
Increase in creditors	237,094	10,637
Loss on disposal of fixed assets	-	149,640
Net cash (used in)/provided by operating activities	(142,702)	10,793

22. Cash flows from investing activities

	2025 £	2024 £
Purchase of tangible fixed assets	(62,474)	(28,927)
Capital grants from DfE and other capital income	42,276	17,265
Net cash used in investing activities	(20,198)	(11,662)

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23. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand and at bank	295,145	458,045
Total cash and cash equivalents	295,145	458,045

24. Analysis of changes in net debt

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	458,045	(162,900)	295,145
	458,045	(162,900)	295,145

25. Members' liability

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

26. Pension commitments

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 Surrey County Council. 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 31 March 2019.

Contributions amounting to £73,530 were payable to the schemes at 31 August 2025 (2024 - £63,362) 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 full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

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

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26. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

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

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy) from 1 April 2024 (contribution rate to 31 March 2024 is 23.68% as set by the 31 March 2019 valuation).
- 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 was implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £503,799 (2024 - £381,742).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (https://www.teacherspensions.co.uk/members/faqs/valuation.aspx).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £194,000 (2024 - £176,000), of which employer's contributions totalled £141,000 (2024 - £128,000) and employees' contributions totalled £53,000 (2024 - £48,000). The agreed contribution rates for the period to 31 March 2026 is 16.8 per cent for employers and 5.5 to 12.5 per cent for employees. The triennial valuation of the scheme is currently being undertaken by the scheme actuary which will set the employer contribution rates from 1 April 2026 onwards.

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

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26. Pension commitments (continued)

Principal actuarial assumptions

Surrey Pension Fund

	2025 %	2024 %
Rate of increase in salaries	3.70	3.65
Rate of increase for pensions in payment/inflation	2.70	2.65
Discount rate for scheme liabilities	6.10	5.00

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

	2025 Years	2024 Years
Retiring today		
Males	22.0	21.8
Females	24.5	24.5
Retiring in 20 years		
Males	22.8	22.5
Females	25.4	25.4

Sensitivity analysis

Increase in the reported value of defined benefit obligations:

	2025 £000	2024 £000
Discount rate -0.1%	33	39
Mortality assumption - 1 year increase	59	65
CPI rate +0.1%	33	39

Share of scheme assets

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

	At 31 August 2025 £	At 31 August 2024 £
Equities	1,617,000	1,316,000
Corporate bonds	301,840	249,000
Property	150,920	142,000
Cash and other liquid assets	86,240	71,000
Total market value of assets	2,156,000	1,778,000

The actual return on scheme assets was £206,000 (2024 - £210,000).

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26. Pension commitments (continued)

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

	2025 £	2024 £
Current service cost	(138,000)	(129,000)
Net interest income / (cost)	7,000	1,000
Total amount recognised in the Statement of Financial Activities	(131,000)	(128,000)

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

	2025 £	2024 £
At 1 September	1,632,000	1,418,000
Current service cost	138,000	129,000
Interest cost	86,000	77,000
Employee contributions	53,000	48,000
Actuarial (gains)/losses	(400,000)	5,000
Benefits paid	(22,000)	(45,000)
At 31 August	1,487,000	1,632,000

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

	2025 £	2024 £
At 1 September	1,632,000	1,428,000
Interest income	93,000	78,000
Actuarial losses	(410,000)	(5,000)
Employer contributions	141,000	128,000
Employee contributions	53,000	48,000
Benefits paid	(22,000)	(45,000)
At 31 August	1,487,000	1,632,000

Included within actuarial losses on the scheme's assets of £410,000 (2024: £5,000) is an amount of £523,000 (2024: £137,000) in respect of the restriction on the surplus in the scheme at 31 August 2025 as determined by the asset ceiling calculation prepared by the actuary. The total value of the assets recorded under the "share of scheme assets" detailed above of £2,156,000 has not been decreased in respect of the asset ceiling restriction and represents the rolled forward fair value of the scheme assets at 31 August 2024. The total surplus in the scheme at 31 August 2025 that has been restricted is £669,000 (2024: £146,000).

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27. Operating lease commitments

At 31 August 2025 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	Restated 2024 £
Not later than 1 year	55,296	50,001
Later than 1 year and not later than 5 years	66,536	116,000
	121,832	166,001

28. 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. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the DfE of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

There were no related party transactions during the current or previous year.