

TEACH Poole  
(A Company Limited by Guarantee)  
Annual Report and Financial Statements  
Year ended 31 August 2024

Company Registration Number:  
09484306 (England and Wales)

# TEACH Poole

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# TEACH Poole

## Reference and Administrative Details

### Members

Mrs J Burke  
Mr A Dinnivan (resigned 16 July 2024)  
Mrs S Moore  
Mr G Neilson  
Mr D Pawling

### Trustees

Mrs E Hall (Chair) (resigned 31 August 2024)  
Mrs V Arbon (Chair)  
Mr P Squire (Chair of finance, staffing and audit committee)  
Mrs K Lasbury-Carter (CEO/Accounting Officer)  
Mr D Chown  
Mr S Frampton  
Mrs J Jeans  
Mrs S Moore  
Mr D Pawling  
Mrs F Perry  
Mr P Taylor  
Mrs H Porter (appointed 18 March 2024)

### Company Secretary

Mrs K Groves

### Senior Management Team

Mrs K Lasbury-Carter	CEO/Accounting Officer
Mrs K Wischhusen	Chief Finance Officer
Mrs H Burton-Hemmings	HR/Payroll Manager
Mrs L Palmer	Headteacher Canford Heath Infant School
Mr M Wilson	Headteacher Canford Heath Junior School
Mrs C Tantrum	Headteacher Ad Astra Infant School
Miss L Waterhouse	Headteacher Haymoor Junior School
Miss N Brown	Head of Inclusion and SEND
Mrs K Spratt	Head of Curriculum and Standards

### Company Name

TEACH Poole

# TEACH Poole

## Reference and Administrative Details

Principal and Registered Office  
Canford Heath Infant School  
Learoyd Road  
Poole  
Dorset  
BH17 8PJ

Company Registration Number  
09484306 (England and Wales)

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

Bankers  
Lloyds Bank Plc  
101 High Street  
Poole  
Dorset  
BH15 1AJ

Solicitors  
VWV Plus Limited  
Narrow Quay House  
Narrow Quay  
Bristol  
BS1 4QA

# TEACH Poole

## Trustees' Report

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

The company was incorporated on 11 March 2015 and commenced operating as an Academy Trust on 1 April 2015.

The Academy Trust operates as a Multi Academy Trust of four primary schools, serving pupils aged 4 to 11 within the area of Canford Heath, a locality of the Local Authority of Bournemouth, Christchurch, and Poole (BCP). It has a pupil capacity of 1,470 and had a roll of 1,455 in the school census in January 2024. The Academy Trust is also the legal entity for Poole SCITT, our Initial Teacher Training body.

### Structure, Governance and Management

#### Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust. The Trustees of TEACH Poole are also the directors of the charitable company for the purposes of company law. The charitable company operates as TEACH Poole.

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

#### Members' Liability

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

#### Trustees' Indemnities

Governors' liability insurance covering £10m any one loss and any one membership year is provided by the Risk Protection Arrangement for academies provided by the Department for Education.

#### Method of Recruitment and Appointment or Election of Trustees

Trustees can be appointed by the members or delegated to the Trust Board. They are selected from a variety of sources such as the local community, businesses within the community, and local educational establishments. All prospective Trustees meet with the Chair of the Trust to discuss the position. The term of office for any Trustee is four years and thereafter they may be re-appointed. The make-up of the Board includes experienced non-educational professionals and the CEO. The Chair of the Trust Board is elected annually at the first Board meeting of the year. Committee Chairs are elected from within their number at the first meeting of the year.

# TEACH Poole

## Trustees' Report

### Policies and Procedures Adopted for the Induction and Training of Trustees

Training and induction provided for new Trustees will depend on their existing experience. All new Trustees are provided with key documents such as the Induction pack, Trust Improvement Priorities, and the Trust's Strategic Plan. In addition, they are guided, via the Governance Professional, to appropriate training. Induction is carried out informally and is tailored specifically to the individual. The Governance Professional to the Trust Board retains a record of training undertaken.

### Organisational Structure

The organisational structure consists of three layers: the Members, the Trust Board, and various committees to cover differing aspects of the Trust's work and business:

- A Standards Committee which focused on outcomes and standards across all four schools, including all groups of pupils. This panel met five times last year and its composition was made up of Trustees and was attended by senior school staff responsible for standards across the Trust.
- A Finance, Audit and Staffing Committee, which focused on financial regularity; budget scrutiny; all staffing legal and well-being matters; and all matters regarding internal and external audit. This Panel met half termly, consisted of Trustees and was attended by the CEO, Chief Finance Officer and Headteachers.

In addition, a number of panels met to scrutinise and agree other Trust matters, as follows:

- Compliance/Pupil Safeguarding Panel which focused on safeguarding and child protection issues; and all aspects of the Trust's health and safety and compliance matters.
- The SCITT Management Board (SMB) which serves to ensure that TEACH is fully involved in the strategic operations of Poole SCITT, including its auditing and accounts.
- Parents' Forum which consisted of executive leadership, the Trust Chair, and a broad selection of parents. This panel allowed parents and school leadership to discuss school matters, share views, and give/receive feedback on school issues.

In addition, there existed specialist panels for CEO performance appraisal, exclusion review panel and a pay review panel. See Trust website for details of all meetings and attendance.

The Committees are accountable to the Board of Trustees. Any devolved and delegated authority from the Trust Board to the Committees is detailed in the agreed Governance Framework which includes the Scheme of Delegation, roles and responsibilities, and Terms of Reference for the Board and all Committees (see Trust website). The Trust Board is accountable to the Department for Education and the Education and Skills Funding Agency.

# TEACH Poole

## Trustees' Report

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

The Trust has its own Pay Policy. A pay review panel of selected Trustees is convened prior to each October half term to consider proposals. The CEO presents the recommendations from her Headteachers to the panel and decisions are minuted by the Governance Professional.

In respect of the CEO, the Chair and the Vice Chair meet with the CEO to review their performance. This takes place shortly after each October half term. Following this performance review, a second pay panel is convened to consider Executive Pay. Extensive executive pay benchmarking and research has been used since 2021 to review and update the rationale for executive pay. This is benchmarked and updated annually.

### Trade union facility time

No trade union facility time is provided.

### Related Parties and other Connected Charities and Organisations

Through the Trust ITT provider, Poole SCITT, TEACH is a strategic partner of the regional Teaching School Hub, South Central Teaching School Hub.

### Objectives and Activities

#### Objects and Aims

In setting the objectives, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefits and in particular to its supplementary public benefit guidance on advancing education.

The Academy Trust's objectives are:

- a) To advance, for the public benefit, education in the United Kingdom, in particular but without prejudice to the generality of the foregoing, by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum or educational institutions which are principally concerned with providing fulltime 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.
- b) To promote for the benefit of the inhabitants of the areas in which the Academies are situated the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reasons of their youth, age, infirmity or disablement, financial hardship, or social and economic circumstances of for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

# TEACH Poole

## Trustees' Report

### Objectives, Strategies and Activities

#### *Children First*

Our mission is to promote a love of learning in order to maximise the life chances of every child in our Trust. Through nurturing, high expectations and skilled teaching, we will have a lasting and positive impact on our local and wider community.

#### *Our vision*

The TEACH Trust supports our children to become empowered citizens that make a meaningful contribution to society. Our curriculum reflects our locality and all it offers and aims to educate all children in matters which affect humanity in the wider world: these include all matters that relate to the climate and the world around us, such as climate change; the importance of respecting and celebrating the importance of equality and diversity; and being responsible global citizens.

We have the highest aspirations for our children: the broad and balanced curriculum promotes learning, provides cultural capital, and supports spiritual, moral, social, and cultural development. The UNICEF Rights Respecting Gold awards and Anti Bullying awards reflect some of the many ways in which education for character are integral to the work of our schools and highlights our focus on the children's personal development.

We aim to inspire our children to be socially conscious individuals who make a difference to the world. All our children secure the key learning and skills they will need to become lifelong learners and gain employment. Our ultimate aim is to improve all our children's life chances and prepare them to thrive in their future lives.

#### Our Values:

- Trust
- Excellence
- Aspiration
- Collaboration
- Honesty

In addition to the TEACH Trust values, our Trust promotes the British Values of:

- Democracy
- Mutual respect and tolerance
- Equality
- Rule of law
- Individual liberty



# TEACH Poole

## Trustees' Report

Objectives, Strategies and Activities (continued)

### *Our Strategic Priorities*

Children come first in every decision that is made in the TEACH Trust. The Trust has a dynamic strategic plan which ranges from 2021-2024, so is in its final year. The new 2024-2027 TEACH Trust Strategic Plan will be launched in the next academic year. The TEACH Trust Strategic Plan was created to ensure Trustees and executive leadership are able to share their vision and direction to staff, leading to better outcomes for all. To achieve this mission, we currently have the following seven strategic priorities, which have targeted actions against them for the Board to review throughout the year, in the relevant committees:

### High Quality Teaching and Learning

- Ensuring basic skills are taught well, enabling every child to reach their potential.
- Providing a broad and balanced curriculum so that a wide range of skills are promoted and developed.
- Fostering strong British values of respect, democracy, rule of law, equality, individual liberty, tolerance, and fair play through a Rights Respecting curriculum.
- Giving our children a sense of self-worth by promoting their self-esteem, confidence and sense enabling them to have high expectations of themselves.
- Fostering creativity and innovation in our children.
- Building an inspiring learning journey by working together to ensure effective transition to each new stage of learning for children.
- Improving pupil behaviour through clear and consistent policy.
- Ensuring the curriculum meets children's personalised needs.
- Develop children's learning skills and behaviours to ensure they develop a growth mindset.
- Recruiting outstanding practitioners to our schools.
- Engage children in a high-quality curriculum, which will engender a love of learning.
- Promote curiosity through stimulating and creative lessons and learning opportunities.
- High quality PSHC sessions to promote a social conscience and a desire to give back to the community.

### A relentless focus on school improvement

- Having clear and well understood assessment systems.
- Adopting common approaches to provision (workbooks, curriculum planning).
- Regular work scrutiny.
- Moderation of pupil outcomes.
- Common approaches to data collection.
- Regular external scrutiny/inspection.
- Robust self-evaluation and clear action planning.

# TEACH Poole

## Trustees' Report

Objectives, Strategies and Activities (continued)

### Outcomes for all pupils exceed national expectations

- Formulating a creative, coherent, and engaging curriculum that is understood and delivered across the Trust schools.
- Improving continuity in learning so that children do not lose momentum, or interest when they change classes or schools.
- Encouraging parents/carers and professionals to have high expectations of their children.

### Collaborative, shared good practice which benefits the whole community

Work effectively with parents and carers, professionals, and the wider community to promote pupil learning, health, and wellbeing by:

- Appointing staff who will work and engage with parents to support their child (HALO, Pastoral, Inclusion leaders).
- Meet regularly with the Parents Forum.
- Encourage and support the PTA of each school by working collaboratively and with a common purpose.
- Parent workshops to help parents make an effective contribution to their children's learning.
- Inviting parents and carers to school events, exhibitions, and performances etc.
- Regular parent consultation meetings.
- Provide high quality annual reports.
- Working with health professionals to support the promotion of well-being and child health.
- Central leadership staff shared across the Trust to ensure consistency of provision.
- All four schools work in unison to ensure provision is of equally high standard regardless of which school is attended.

### Effective governance and leadership

The Trust Board must have:

- The right people around the table.
- An understanding of their role and responsibilities, including those which may relate to them as an employer, such as health and safety responsibilities.
- A good chair.
- Professional clerking.
- Good relationships based on trust.
- Relevant knowledge of the school and/or Trust – the curriculum, financial activities, data, the staff, the pupils, the parents, and the community.
- A commitment to asking challenging questions to hold school leaders to account.
- The confidence to have courageous conversations in the interests of the children and young people.

# TEACH Poole

## Trustees' Report

### Objectives, Strategies and Activities (continued)

Trust/School leaders must have:

- An understanding of governance (which could come from direct experience of governing), including acknowledging the role of the school's accountable body.
- A willingness to provide information in the most appropriate way in order that the governing board can carry out its role.
- A willingness to be challenged.
- Reasonable time to devote to ensuring professional relationships are established with Trustees.
- The skills and understanding to develop effective working relationships.

### Outstanding professional development/career progression and well-being

- Actively encourage support staff, teachers, and school leaders to share their expertise for the benefit of all members of our Trust.
- Retain and develop talented professionals within our schools.
- Good succession planning.
- Giving staff a sense of self-worth by promoting their self-esteem, confidence, and sense of belonging.
- Sharing expertise and best practice.
- Providing relevant, high quality, effective professional development for all staff. Providing appropriate rewards and incentives.
- Providing mental health first aid and support, including a free counselling service.
- Robust line management/professional feedback and appraisal.
- Good accountability structures.
- Building capacity where needed.
- Consideration of work/life balance and staff well-being.

### Financial stability

Maximise and develop the use of all our resources, including our financial resource, for the promotion of learning and wellbeing by:

- Effective deployment of staffing.
- Introducing a mobility clause in staff contracts.
- Re-structuring of staffing when necessary.
- Economies of scale through significant collective bargaining.
- Robust procurement.
- Centralising and creating uniform administration systems.
- Centralising leadership and management of a Trust Estates and Health and Safety team.
- High quality IT management and resources.
- Regular review of operations to ensure smooth running of the whole organisation.
- Sharing our expertise and learning from others.

# TEACH Poole

## Trustees' Report

### Public Benefit

The key public benefit delivered by the four schools and Poole SCITT is the maintenance and development of high-quality education. In doing this, the Trust not only offers a broadly balanced academic education but aims to educate the whole individual by:

- Promoting the spiritual, moral, and cultural development of its pupils through a careful relevant programme/scheme of work.
- Preparing the pupils for the opportunities and responsibilities of later life through a very wide and engaging programme of extra-curricular activity, including residential visits and trips. Many of these are offered and undertaken without charge.
- Providing training and qualification of new teachers into the profession.

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

### Strategic Report

Achievements and Performance (including Key Performance Indicators)

#### OFSTED inspections / outcomes

All four TEACH Trust schools and Poole SCITT remain graded Good or Outstanding by Ofsted and were all inspected in the 2023-24 academic year.

The outcomes and dates of inspections are as follows:

- Haymoor Junior School – Good – October 2023
- Ad Astra Infant School – Good\* – December 2023
- Canford Heath Junior School – Good – October 2023
- Canford Heath Infant School – Outstanding – March 2023
- Poole SCITT – Good – May 2022

\*This was an ungraded inspection which identified that the inspection grade might be outstanding if a graded (section 5) inspection were carried out. As such, an earlier fully-graded inspection will take place.

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

### Attainment outcomes 2024

#### Early years outcomes

Good level of development (GLD)	Ad Astra Infant School	Canford Heath Infant School	NCER National 2024
Outcome	72%	71%	68%

#### Phonics outcomes

Phonics Outcome	Ad Astra Infant School	Canford Heath Infant School	National (provisional) 2024
Year 1	94%	94%	80%
By End of Key Stage One	97%	97%	75%

Both Infant Schools attained above the national average.

#### Key Stage One Outcomes 2024

	Ad Astra (90 pupils)		CHIS (120 pupils)		TEACH KS1 Combined (210 pupils)		National KS1 2023*		BCP KS1 2023*	
	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS
Reading	76%	22%	77%	22%	76%	22%	68%	19%	70%	21%
Writing	62%	12%	68%	12%	66%	12%	60%	8%	60%	8%
Maths	77%	18%	81%	17%	79%	17%	70%	16%	72%	17%
Science	76%		79%		78%		79%		80%	
RWM combined	59%	11%	68%	9%	64%	10%	56%	6%	56%	6%

\*Key Stage 1 assessments are no longer statutory and consequently national comparators are no longer available. 2023 National and BCP data is included here for frame of reference only.

#### Multiplication Tables Check (MTC) – Year Four - 2024

Outcome	Haymoor Junior School (91 pupils)	Canford Heath Junior School (119 pupils)	National 2023*
Score of 25/25	46%	26%	29%
Score of 22/25	79%	76%	
Score of 20/25	86%	93%	
Mean average score all	22	23	20
Mean average score disadvantaged pupils	20	22	18

\*2024 National averages are yet to be published. However, in comparison to 2023 measures, both Junior Schools exceeded the mean average data for the cohort and for disadvantaged pupils.

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

### Key Stage two Attainment

	Haymoor Junior School (89 pupils)		Canford Heath Junior School (116 pupils)		TEACH KS2 Combined (205 pupils)		National KS2 (provisional) 2024		BCP KS2 (provisional) 2024	
	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS
Reading	78%	31%	85%	39%	82%	35%	74%	29%	73%	29%
Writing	81%	22%	82%	16%	81%	19%	72%	13%	74%	15%
Maths	78%	25%	83%	24%	80%		73%	24%	73%	25%
Science	88%		84%		85%		TBC		TBC	
GPS	67%	40%	80%	41%	75%	41%	72%	32%	72%	33%
RWM combined	74%	13%	73%	12%	74%	13%	61%	8%	62%	9%

Both Junior Schools attained in line with or above the national average in End of Key Stage Two outcomes (except HJS EXS GPS), and significantly exceeded National attainment in RWM combined.

KEY STAGE TWO 2024 AVERAGE SCALED SCORE (provisional)	Haymoor Junior School	Canford Heath Junior School	NATIONAL KS2	BCP
Reading	106	107	105	105
Maths	105	105	104	104
GPS	105	107	105	105

KEY STAGE TWO PROGRESS 2023	Haymoor Junior School		Canford Heath Junior School		NATIONAL		BCP	
	All Pupils	Dis-advantaged	All Pupils	Dis-advantaged	All Pupils	Dis-advantaged	All Pupils	Dis-advantaged
Reading	Due to Covid, there was no prior attainment data from Key Stage 1 and therefore no progress measures for this year.							
Writing								
Maths								

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

### Attendance information 2023-24

	Ad Astra Infant School	Canford Heath Infant School	Haymoor Junior School	Canford Heath Junior School
	%	%	%	%
Whole School	94.5	95.4	94.8	94.5
Authorised absence	3.9	3.4	3.5	3.6
Illness (I Code)	3.4	2.9	3.1	3.2
Unauthorised absence	1.5	1.2	1.7	1.9
Unauthorised Leave of absence (G Code)	0.6	0.7	0.6	0.7

School attendance continues to be impacted post-Covid and remains lower nationally than in pre-Covid times. Absence in all schools has increased due to illness caused by increased, and reoccurring levels of virus symptoms, sickness and diarrhoea, chicken pox and continued high levels of unauthorised holidays in term time. National government attendance data for academic year 2023-24 to 19th July 2024 for ALL schools was 92.8%, absence 7.2%. The national figure for PRIMARY schools was 94.5%, authorised absence 3.9%, unauthorised absence 1.6%.

### Other notable achievements

#### Ofsted Inspections for Canford Heath Junior School; Haymoor Junior School and Ad Astra Infant School

During this academic year, three of our four schools had their Ofsted inspection (within a three-month window). All three inspections went very well with very positive reports and feedback from all stakeholders. All three schools achieved an overall 'good' rating, which was the highest grade that could be achieved under the ungraded framework, which was applied. At Ad Astra, the Inspector felt that the school would have been outstanding had it been a graded inspection, and as such, has ordered for a fully graded inspection to take place by July 2025. This now means that all four TEACH Trust schools, all inspected in 2023, are good or outstanding, an achievement of which we are rightly very proud.

#### Resource bases – Speech, Language and Communication Needs (SLCN)

Work has continued this year between TEACH and BCP Council, in preparation for the opening of two Speech and Language Resource Bases in January 2025. These bases will offer specialised learning, support, and therapy for up to 35 primary-aged children with an Education Health and Care Plan (EHCP) for SLCN. Significant capital work has been undertaken in preparation for the opening of these bases, and relevant legal frameworks have now been created between TEACH, BCP, ESFA and the DfE to prepare for these specialist bases. Suitably trained and qualified staff have been recruited and children will be admitted from January 2025. Speech, Language and Communication is the second highest SEND need in BCP, so this work will significantly support the community in meeting this demand.

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

### Staff retention

The overall staff turnover this year was 12% across the whole Trust. Midday supervision staff (on one hour per day contracts) accounted for nearly half of this figure. An analysis of employee tenure shows that 36% of the workforce has been with the organisation for over five years. This suggests a strong sense of loyalty and commitment among long-serving employees, some of whom have been here for 25 years or more.

### Balanced budget

Despite the current economic challenges and inflationary pressures, the additional MSAG funding allocation, in conjunction with strong cost control measures, allowed the Trust to end the year in a positive income position. The additional revenue surplus generated will enable the school to continue to support several significant capital projects that have been identified as priority works within its Good Estates Management Strategy (GEMS). It will also help fund the additional Teacher and Support Staff pay awards applicable from 2024-25 onwards.

### Reaccreditation of Poole SCITT Initial Teacher Training (ITT)

During the autumn term 2022, Poole SCITT was reaccredited for delivery of QTS provision beyond 2024. This process has re-shaped the ITT landscape nationally, with a large number of SCITTs and Higher Education Institutions (universities) being unsuccessful and consequently will have to close in summer 2024. This was a massive achievement for Poole SCITT and has been very well received by the local educational community. As such, during 2023-24, all accredited providers had to submit substantial documentation and evidence that they would be ready to deliver the 2024 Quality Requirements from September 2024. In May 2024, the DfE wrote to Poole SCITT to confirm that they were ready to deliver and therefore remained accredited.

### UNICEF rights respecting awards

All TEACH schools have retained their UNICEF Gold Rights' Respecting Schools awards. According to UNICEF, having all schools in one Trust at Gold level is a very rare achievement, and one, of which, we are rightly very proud.

### Musical achievements

#### *Curriculum*

Our Music Director has continued to oversee the music lessons across the Trust on a two-week timetable, to support teacher confidence and continue to drive the high expectations across the department.

During the lessons, she demonstrated expectations for the teachers, in preparation for them leading their own class sessions the following week, and this worked as an effective form of CPD. Having been in place for two years, this arrangement has really supported teachers in becoming more confident and knowledgeable about teaching music and most teachers are now leading weekly lessons.

Instrumental provision within the Trust has continued to grow and we have around 400 children having instrumental lessons, provided by the nine visiting peripatetic teachers.



# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

### *Enrichment*

We welcomed the First Access project back into Year 4 for the Autumn term. This is a very popular opportunity, funded by Sound Storm, our local music hub, where every child in Year 4 was given their own brass or string instrument to take home for ten weeks and had a one-hour lesson per week. This resulted in six children carrying on with lessons in the summer term, as part of the progression project. We were awarded Music Mark status for a fourth year running by Sound Storm, for the contribution and commitment to music within our Trust.

### *Events*

- Our Christmas Carol concerts took place at the local churches with record number of children attending each event.
- Some of our children successfully auditioned for the Sound Storm Elevate online project and took part in the online orchestras.
- All four choirs visited many different local nursing homes throughout the year to sing Christmas songs, perform their nativities, and give a summer sing along.
- Canford Heath Infant School continued pen pals with Magna Nursing homes, so we took Christmas cards in when singing to the residents.
- Ali Dos Santos returned into Canford Heath Infant School and Ad Astra Infant School as our Sound Storm Infant Schools' Musician in Residence.
- We launched the Jolly Music scheme of work across all the EYFS classes with a huge success. Due to the positive feedback from staff and children we have decided to launch the scheme in Year 1 and 2 next year.
- Live and Inspired concerts took place in each of the Junior schools. This involved a group of musicians called King Brass, who performed live to the whole school, demonstrating different genres of music and instruments.
- To continue to build our relationships with our local Secondary schools, we took our orchestra members and some Pupil Premium children from both our junior schools to watch a dress rehearsal of Beauty and the Beast the musical at Magna Academy.
- The Junior choirs sang at the Poole School Music Association Carol Concert with 11 other schools, which was held at the Lighthouse.
- Each of our Year 4 classes performed a wonderful show of Winter Wonderland songs to parents.
- Our Year 6 children at each Junior School had a busy final term performing their Leavers' Play and Leavers' assembly.
- In January, we took 92 children from the junior school choirs and over 100 parents to the O2 arena in London for the Young Voices concert. The children performed in a choir of 9000 children, to an audience of over 13,000. It was an amazing evening, some magical memories were made.
- In July, we took 132 members of the junior school choirs and 133 parents to the Royal Albert Hall for the Armonico concert. Five coaches headed to London for a very long, but incredible day. The children sang in a mass choir of 6000 made up from children across the country.
- We also took part in the Sound Storm 20th anniversary concert at the Lighthouse in Poole. 19 schools came together to demonstrate all the achievements and successes that Sound Storm have created. Our samba band, orchestra and several other instrumentalists took part.

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

### *Instrument lessons*

We have 9 peripatetic teachers who visit the school and offer lessons on 14 different instruments.

A record number of music grades have been achieved this year - over 18 across the Junior schools. To improve pupil life chances and experiences, the TEACH Trust continues to allow pupils who are eligible for free school meals to be subsidised for annual musical tuition with peripatetic music teachers.

### *Music clubs*

The following clubs took place weekly:

Junior schools		Infant schools
Choirs x 4	Each Junior school has their own choir which runs at lunchtime	Choir Boom Wacker lunchtime club Singing and music club
Samba Band	Held at Haymoor Junior School after school For both Junior schools	
Orchestra	Held at Canford Heath Junior School For both Junior schools	
Jumbie Pan x 2	Held at each Junior School For both Junior schools	
Folk band	Held at Haymoor Junior School For both Junior schools	
Boys' choir	This is a pop-up club that takes place a month before the Christmas concerts.	

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

### Sporting achievements

Sport has continued to be a high priority for schools within the TEACH Trust and PE budgets and Sports Premium funding is spent wisely on aspects of school sporting life that will make the biggest impact. As well as employing two specialist PE teachers across both junior schools, both infant schools have invested significantly in the development of physical education and healthy lifestyle education.

### Haymoor Junior School

Haymoor Junior School have, once again, attained the Gold School Sport Award for 2023-2024 in recognition of their continued commitment to high levels of involvement in competitions and festivals alongside a strong Young Leadership programme. All pupils had the opportunity to take part in at least two intra competitions and one inter competition. We entered teams into both the boys and girls PEDSSA football leagues as well as fielding B and C teams in friendly festivals. We had individual success in the Cross-country events and notable achievements in the PEDSSA Athletics held at the Kings Park Stadium with Haymoor gaining medals in five different events. Pupils who attended the SEND Panathlon and Football reported back about how much fun they had had together with those that represented Haymoor at the Tag rugby Festival and Fliers Netball events. Handball continues to grow in popularity, with a strong afterschool club as an extension to the curriculum input. Haymoor again qualified for the county final with the year 5 & 6 team.

As a result of our high participation levels at events, we were invited to attend the Dorset School Games 'Play For Fun, Play For 60', where pupils had the opportunity of playing Quidditch, Table Cricket, Orienteering and learning a new dance.

For a second year, Haymoor hosted the Year 3 and 4 Poole Schools' Tri-Golf Tournament with eight schools attending.

In school, our lunchtime clubs continue to be extremely popular with a record 32 being offered termly, thanks to the support of our staff. Afterschool clubs are also well attended and offer a broad choice of activities.

Our commitment to swimming, with our focus on those students most affected by COVID restrictions and pool closures, was reflected in our increased percentages of those meeting the national curriculum requirement for swimming and water safety. This year 92% of children could self-rescue and 88% could swim a minimum of 25m. Swimming remains a focus for all year groups.

We have also maintained our commitment to the Bike-ability scheme with 12 students taking up the offer this year and all achieving Level 1 and 2.

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

Our Pupil Leadership programme continues to develop, and as a team this year, the Leaders devised weekly personal challenges to encourage physical activity at lunchtimes. The Leaders were invaluable not only in planning our Sports Days, but in supporting all our intra sporting events. They all gained their Bronze Ambassador award.

Links were maintained with community clubs, with coaches delivering sessions in Tag Rugby, Handball and Cricket across year groups. Two boys successfully trialled for the PEDSSA football team this year and two girls were selected at the county football trials. We had five students who successfully trialled for the U11 Dorset County Handball squad.

We participated in the national Active Lives Survey this year, which will give us an overview of pupil perceptions of PE and an indication of how active our pupils are alongside the impact of interventions we have in place.

### Canford Heath Junior School

In 2023-2024, we again attained School Games Gold Award, recognising our continued commitment to maintaining high levels of participation in school sport and sporting opportunities for all our pupils. The School Games programme focused on SEND and disadvantaged groups' opportunities and 'B' & 'C' teams to maximise opportunities for young people, with Poole and East Dorset School Sport Association providing 'A' team competition. We attended seven different specific SEND and disadvantaged group events – our Panathlon team came 1st overall in the Poole Schools event and 3rd place in Ten Pin Bowling. 100% have participated in at least two, level 1 (intra-school) festivals/competitions from School Games sports days, cricket, football, indoor athletics, quadkids, multi-skills, badminton & orienteering. Again, each School Games Sports Day was fully inclusive in the activities round.

Again, 100% participated in at least one level 2 (inter-school) competition, with pupils representing the school in: cross-country, football - including girls' teams-, multi-sports, Panathlon, Ten Pin Bowling, Indoor Athletics, Tri-Golf, Handball, Quadkids, Track & Field & Cricket. The Year 5 and 6 Indoor Athletics team won the Poole Schools competition (3rd year in a row) going on to represent Poole in the County Finals (level 3 competition- 4th overall; the Year 5 and 6 football team won the Poole & East Dorset Shield competition; the Quadkids Year 5 and 6 team won the B team competition, with one girl coming 3rd place overall in their respective individual competitions; our Year 5 and 6 Handball team came 3rd in the Poole Schools tournament and also went on to represent Poole at the Dorset School Games Finals (level 3) in July, where they were bronze medallists.

Poole Schools combined with East Dorset Schools to create a new Track and Field athletics event where 16 schools competed. Our Year 5 and 6 team came 5th overall and the Year 5 Boys' team came 2nd overall. Two girls and one boy became Poole & East Dorset School champions with two others also placing silver.

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

24 Year 5 and 6 children achieved their Level 2 Bike-ability Award. Our ten Primary Sport Pupil Ambassadors focused on increasing participation levels through leading physical activities at lunchtime by organising and running the Active Lunchtimes Library and leading some of our inter-school events. They also successfully launched a weekly physical activity challenge on social media to engage the wider school community.

We also participated in the national Active Lives Survey and again were awarded Gold level Healthy Schools award. We maintained community club links in karate and tag rugby, Phoenix Handball and Dodgeball with Team Theme.

Active travel was highly successfully promoted through WOW tracking and Sustrans and a 2nd visit from inspirational ex-world scooter champion. We have consistently been in the top 3 Active Travel schools in the BCP area. We also took seven children to the Dorset School Games to participate in 'Active for 60'.

In swimming, 87% met the National requirements and 87% of pupils were able to perform safe self-rescue in different water-based situations, again a positive increase on pre-Covid levels.

### High quality development of staff

The CEO and two Headteachers continue to be involved in delivering the teaching programme with our own Poole SCITT (School Centred Initial Teacher Training) to help ensure the Trust's high profile is maintained for potential early career recruits. The Head of Curriculum and Standards is the Poole SCITT Deputy Professional Coordinator, delivering a range of aspects of the taught course, including the Kingston University PGCE content. Poole SCITT also undertook quality assurance of the ECT program on behalf of the South-Central Teaching School Hub Appropriate Body. The Poole SCITT Professional Coordinator is now qualified as an Ofsted inspector and brings this expertise to our SCITT and local partners.

There is a strong, personalised CPD programme established for all staff and a much-appreciated well-being focus within the Trust. Trust development focuses and additional CPD has greatly improved knowledge and skills, particularly in relation to the Trust Development Priority areas of SEND, English and pupils' personal development. The Deputy Head, seconded to Ad Astra from Haymoor, is now qualified as an Ofsted inspector and her expertise is being shared with the wider leadership team across the Trust.

The DfE continue to fund National Professional Qualification in a range of leadership areas, and these are delivered by UCL and facilitated by South Central Teaching School Hub. One headteacher has completed the NPQH; four members of staff have achieved the National Professional Qualifications in Senior Leadership, and one member of staff has achieved the NPQ in Subject Leadership.

An online counselling and support service remains available for all staff and their families to access. Staff surveys continue to be overwhelmingly positive – both in-house and as shown by Ofsted staff surveys.

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

### Communication and relationships with parents

This year the Trust has been able to meet face to face with the members of the Parent Forum on three occasions. Parental feedback continues to be ongoing throughout the year, and feedback is always well-received.

Parent workshops were organised to help parents make an effective contribution to their children's learning and attendance at all performances was high. The Trust is now trialling ways to improve parental attendance at workshops and information events, such as holding them online and investigating different times of the day to hold them.

Parental feedback was extremely positive and encouraging again, this year and our websites continue to be well-used.

### Poole SCITT including Schools Direct

In line with the poor national picture, Poole SCITT ran with a very small cohort of 12 core trainees, one Linwood School Direct trainee on our SEND specialism pathway and two Twynham Learning School Direct trainees. Of the 15 trainees that started in September 2023, one decided to withdraw after the first placement due to personal circumstances. The remaining 14 trainees successfully graduated with QTS and PGCE. All but one is teaching within local schools, and one is teaching further afield.

Poole SCITT continued to be a well-regarded presence in the locality, supporting teacher development beyond the Initial Teacher Training remit. In conjunction with the South-Central Teaching School Hub, Poole SCITT continues to coordinate the Appropriate Body services for around 500 Early Career Teachers and the National Professional Qualification for Leading Teacher Development. In addition, Poole SCITT was commissioned by four organisations to provide End Point Assessment services for Level 6 Graduate Teacher Apprentices across the South West region.

### Health and Safety

The Health and Safety Audit action plan, which was drafted following the external Health and Safety Audits (provided by Handsam) in January 2022, is nearing completion in preparation for the next external Health and Safety Audit by Handsam in 2025. The final action of ensuring extra security measures at the front of Haymoor Junior School is in the process of being costed up and approved. The completion of all these audit actions, such as renovating the old Year 3 toilets at Canford Heath Infant School, implementing a new security perimeter fence at Canford Heath Junior School and a new buzzer system and security fencing at Ad Astra Infant School, reflects the hard work and diligent focus on keeping the schools and Trust compliant and safe for all pupils, staff, and visitors.

### National Tutoring Programme

All schools in the Trust have continued to participate in the National Tutoring Programme, making maximum use of the available funding to subsidise small group school-tutoring in reading and mathematics.

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

### Outwards facing involvement in education

The TEACH Trust continues to offer a strong contribution to education from its involvement in several educational organisations.

We maintained a strong contribution to system leadership outside of the Trust through membership of key local working parties (Schools' Forum; moderator networks; BCP SEND development panels) to ensure good understanding of current effective practice and development of future policy and practice.

The CEO is also co-Chair of BCP Primary Headteachers Forum.

### Special school satellite provision

Canford Heath Junior School continues to provide two satellite units for Winchelsea Special School, which successfully support the special education of approximately 25 children on the Canford Heath Junior School site.

### Going Concern

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

### Financial Review

Most of the Trust's income is obtained from the Department for Education, via the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the Department for Education during the period ended 31 August 2024 are shown as restricted funds in the Statement of Financial Activities.

The Trust also receives grants for fixed assets from the Department of Education, which are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Fund. The restricted fixed asset fund is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2024, the Trust received total recurrent income (not including restricted fixed asset funds or restricted pension funds) of £9,036,490 (2023: £8,426,630) and incurred expenditure (not including fixed asset funds or pension reserves) of £8,943,324 (2023: £8,111,476). The in-year surplus for the year ended 31 August 2024 (not including restricted fixed asset funds or restricted pension funds) was £93,166 (2023: £315,154) and the net cash movement for the year was a decrease of £249,172 (2023: an increase of £234,224).

# TEACH Poole

## Trustees' Report

Achievements and Performance (including Key Performance Indicators) (continued)

The Trust recognises the impact that Teacher and Staff Pay Awards continue to have on its future financial position. It will continue to monitor this situation closely and will plan remedial actions as required to ensure all schools remain financially sustainable over the coming years.

### SCITT finance

Most of the SCITT's income is from trainee tuition fees obtained from The Student Loan Company in termly instalments for the delivery of teacher training. In addition, SCITT generates income by providing Early Career Teacher (ECT) accreditation and support packages to schools in the local area.

### Employee consultation

The Trust established a Joint Consultative Committee with local Union representatives in February 2016. Current participation is from the following Unions: Unison, NASUWT, NEU (but all relevant trade unions are invited to attend.) The Trust now meets formally with the JCC annually (last meeting was 14th November 2023) but consults with the Unions on any updated staffing and employment policies.

### Reserves Policy

The purpose of the reserves policy for TEACH is to ensure the stability of the schools' operations, to protect it so it can adjust quickly to challenging financial circumstances. TEACH MAT holds reserves to:

- Provide sufficient working capital to cover delays between spending and receipt of grant income;
- Provide a cushion to deal with unexpected emergencies such as urgent maintenance or long-term sickness where unforeseen costs are incurred;
- Build up funding for planned future capital projects;
- Provide adequate reserves for years when funding levels are under pressure and/or there are expected new cost drivers (Teacher pay, Teacher pensions, Employer NI costs, government funding cuts etc.).

The Trustees and Senior Leadership Team identify the need for access to overall reserve funds held by the Trust and confirm that the use is consistent with the purpose of the reserve as described in its policy. Authorisation to use reserves of any kind is made by the Trustees at the Finance, Audit and Staffing Committee up to a cumulative maximum of £60,000. Use in excess of this is taken to the Trust Board. The Trustees have determined that the appropriate level of free reserves should be equivalent to one month's average payroll costs, currently £600,000. The Trustees review the reserve levels half termly during meetings. All reserves held by the TEACH Trust will be used to further the educational activities of the Trust.

As at 31 August 2024, the balances in the Trust's revenue funds were:

- Unrestricted (free) reserves of £840,382 (2023: £700,599)
- A restricted fixed asset fund of £11,693,792 (2023: £11,585,489), which can only be realised through disposal of tangible fixed assets
- A pension deficit of £900,000 (2023: £1,321,000)
- Other restricted funds of £1,014,709 (2023: £1,136,625)
- Total funds of £12,648,883 (2023: £12,101,713)



# TEACH Poole

## Trustees' Report

### Investment Policy

All monies within the Trust are currently held in bank current and short-term deposit notice accounts with interest received at standard bank rates. The Trust has maximised its investment in short term deposit accounts in 2023-24 and interest income generation has increased as a result.

Other savings options that provide better rates of interest using an investment platform are currently under investigation. Any savings options selected in the future will always be of very low risk to the Trust and will be compliant with ESFA guidance.

### Principal Risks and Uncertainties

The Board of Trustees have assessed the risks to which the Trust is exposed and have implemented actions to mitigate or eliminate them. The risk management process dictates that the Trust produce a detailed risk register which is accompanied by a range of mitigation strategies (including ensuring policies are up to date, and that relevant members of staff are assigned to each risk).

The internal audit function is designed to test that key risks have been identified and that mitigation strategies are in place and are robust. The 20 areas of risk on the 2023-24 Risk Register are assessed and reviewed at each committee and main Trust Board meeting. Each risk is either tolerated, treated, transferred, or terminated.

The categories of risk on the TEACH Risk Register are:

Budgetary Control; Compliance; Income; Fraud; Assets; Risk management; Trustees; Strategic Objectives; Staffing; HR; Safeguarding; Infrastructure; Pupil outcomes.

# TEACH Poole

## Trustees' Report

### Principal Risks and Uncertainties (continued)

Risk Register information as at the end of August 2024		
Risk areas	Summary of risk areas	Number of risks as high / medium / low
Strategy, Finance, Infrastructure and Compliance	Overall financial control of budgets; financial reporting requirements; failure to admit sufficient pupils/trainees; rising numbers of SEND pupils with inadequate funding; risk of fraud; risk of cyber-attacks; fixed asset procedures; adequate insurance cover; recruitment of Trustees; strategic objectives; GDPR regulations; maintenance of IT and MIS systems.	12 risks 9 low  1 medium - Income due to inadequate BCP funding for SEND pupils  2 high - budgetary control due to increased staff and SEND costs - income – lower SCITT numbers and pupil spaces in one school
Staffing and Welfare	Cover for key staff personnel; leadership skills and expertise; employee legislation and equality; staff well-being and workload; staff recruitment.	5 risks  4 low  1 medium - recruitment of support staff for increased number of SEND pupils
Pupils/trainees/safeguarding	Safeguarding practice; health and safety standards; pupil outcomes	3 risks 2 low  1 medium – maintenance of building and grounds due to ageing buildings, electrical plant, boilers, and roofs.

# TEACH Poole

## Trustees' Report

### Fundraising

The Trust has pro-active and supportive PTAs that carry out school and fundraising events with good success. Both the PTAs and the schools themselves have successfully raised funds through a range of events across the year and these funds have been used to support Trust operations and make donations to both local and national charities. We confirm that when fundraising:

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

Income from fundraising projects requested by the Trust, are used to benefit pupils directly and support the costs of resources, educational visits, and improvements to educational facilities.

Fundraising for local and national charities is decided by each of the School Councils.

### Plans for Future Periods

The TEACH Trust continues to pursue its strategic vision of working to ensure each of its Academies are high performing and successful schools, each delivering outstanding academic results and producing confident and engaged pupils. To deliver this vision the Trust strategic plans for the immediate future include:

#### S01: High quality teaching and learning

- Continued development of a high-quality curriculum
- Continued improvement of pupils' mental health
- Improved writing levels

#### S02: Relentless focus on school improvement

- Working with other local schools to aid school improvement

#### S03: Outcomes for all pupils exceed national expectations

- SEND pupils achieve well
- Disadvantaged pupils achieve well
- Improve attendance

#### S04: Effective Governance and Leadership

- Roll out of new strategic plan for 2024-2027
- Possible growth plans as part of the new strategic plan

#### S05: Collaborative, shared good practice which benefits the whole community

- Work towards better sustainability and carbon neutrality
- Successful launch of two Speech Language and Communication resource bases at Canford Heath Infant School and Canford Heath Junior School

# TEACH Poole

## Trustees' Report

Plans for Future Periods (continued)

S06: Outstanding professional development, career progressions and well-being

- Improve staff mental health and well-being
- Introduction of talent management programme
- Successful recruitment of key roles, especially support staff

S07: Financial stability

- Successful CIF bid application
- Adequate SEND/High Needs funding
- Adequate school funding and effective budgeting to support staff pay increases

Funds Held as Custodian Trustee on Behalf of Others

The Trust does not act as a custodian on behalf of others.

Auditor

Insofar as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 16 December 2024 and signed on the Board's behalf by:

*✓ Arbon*

Mrs V Arbon  
Chair of Trustees

# TEACH Poole

## Governance Statement

### Scope of Responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer, 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 TEACH Poole and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

### Governance

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

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
Mrs E Hall (Chair)	3	5
Mrs V Arbon (Vice Chair)	4	5
Mrs K Lasbury-Carter (CEO)	3	5
Mr P Squire	5	5
Mr S Frampton	4	5
Mrs S Moore	4	5
Mr D Pawling	4	5
Mr P Taylor	5	5
Mr D Chown	5	5
Mrs F Perry	3	5
Mrs J Jeans	3	5
Mrs H Porter (appointed 18th March 2024)	3	3

# TEACH Poole

## Governance Statement

Governance (continued)  
Composition of the Board

Name	Position	Type	Term of office
Emma Hall	Trustee and Chair	Academy	Commenced March 2017 Resigned 31 <sup>st</sup> August 2024
Val Arbon	Trustee and Vice Chair	Academy	Commenced April 2015
Katie Lasbury-Carter	CEO, Accounting Officer, and Trustee	Academy	Commenced April 2015
Paul Squire	Trustee	Academy	Commenced November 2019
Sean Frampton	Trustee	Academy	Commenced April 2018
Paul Taylor	Trustee	Academy	Commenced February 2021
Sandra Moore	Trustee	Academy	Commenced February 2021
David Pawling	Trustee	Academy	Commenced July 2021
Dean Chown	Trustee	Academy	Commenced October 2021
Fran Perry	Trustee	Academy	Commenced October 2022
Julie Jeans	Trustee	Academy	Commenced May 2023
Hannah Porter	Trustee	Academy	Commence March 2024

The Trust Board have met five times in the year. There have been no key changes in the composition of the Board of Trustees.

### Aspects of the Board's work

The CEO and the Trust Board have worked together to set the strategic vision for the Trust, and this is set out in the Trust's 3-year Strategic Plan 2021-2024. Each year, the CEO reviews the strategic plan. This was reviewed for the final time in July 2024 and the new three-year strategic plan (2024-2027) has now been written and agreed by Trustees.

Children come first in every decision that is made in the TEACH Trust. To achieve this mission, we have the following seven strategic objectives, which we aim to deliver every day.

The strategic objectives of TEACH are;

- High quality teaching and learning
- A relentless focus on school improvement
- Outcomes for ALL pupils exceed national expectations
- Effective Governance and Leadership
- Collaborative, shared best practice which benefits the whole community
- Outstanding professional development/career progression and well-being
- Financial stability

Our three-year plan sets out the key focus areas under each of these strategic objectives. These are reviewed by the CEO and shared with Trustees. As a Trust, we will continue to work together with the CEO to drive the strategic vision for our children so that they have the leadership, expertise, resources, and educational practice to secure the best possible outcomes for every single child in our Trust.

# TEACH Poole

## Governance Statement

Governance (continued)

### Conflicts of interest:

TEACH Poole maintains an up-to-date register of interests which is published on the school websites. Declarations of interests remains a standing item on all committee and board agendas.

### Governance reviews:

The Academy Trust handbook (2024) notes that the Trustees of an academy trust must apply the highest standards of conduct and ensure robust governance, as these are critical for effective financial management. Trusts should consider the features of high-quality governance as described in the trust quality descriptions. The Education and Skills Funding Agency (ESFA) have provided a range of tools available for the self-evaluation of Trust Boards, however, an objective independent external review of the effectiveness of the board can be a more powerful diagnostic tool than a self-evaluation and is encouraged by the ESFA as part of a regular programme of review, or before a significant change to the organisation. An external governance review will enable the Board to provide reassurance to stakeholders and others that it takes its responsibilities seriously and is endeavouring to carry them out effectively. In academy trusts, proving this assurance to members is essential for the members to carry out their role (DfE 2021).

### A review provides a Board with:

- an independent, objective view of its strengths and areas for improvement
- clear recommendations for future improvement
- an opportunity for the Board to review the strategic direction of the organisation and to evaluate the effectiveness of its processes and systems.

School Business Services were appointed by the Trustees to complete an external review of governance for 2023-24. The report for this will be available in September 2024.

# TEACH Poole

## Governance Statement

Governance (continued)

### Committees

#### Finance, Audit and Staffing Committee

##### *Finance*

The finance, audit and staffing committee is a sub-committee of the main Board of Trustees. This Committee has oversight of all financial matters pertaining to the Trust and their remit includes:

- Exercising responsibility for and oversight of the finances, assets and staff within the Trust and its Academies, including Poole SCITT.
- Overseeing internal control, ensuring risk management processes and audit functions are in place and fit for purpose and that an effective internal control environment is established across the Trust and its Academies and ITT provision.
- Reporting its findings annually to the Board of Trustees as a critical element of the Trust's annual reporting requirements.
- Monitor levels of need and provision for Pupil Premium (Free School Meals/Service pupils/Looked After Children).
- Agree a Trust Lettings Policy.
- To establish funding arrangements for the Trust and its Academies, including Poole SCITT.
- Approve a three-year estate management plan.
- To agree and monitor every Academy's and Poole SCITT's budget, expenditure, and cash flow.
- To ensure finances and investments of each Academy and Poole SCITT are managed prudently, ensuring value for money, including reviews of benchmarking information.
- To determine the extent of services provided centrally to each Academy and Poole SCITT including the allocation of cost and oversee the effectiveness of the delivery of centrally provided services.
- To ensure that effective financial policies, controls, and procedures are in place including appropriate levels of delegation.
- To ensure financial risks are identified and managed, ensuring the Trust's compliance with the Academy Trust Handbook, 'ITT: Criteria and Supporting Advice' and other financial statutory requirements.
- To oversee maintenance of proper accounting records and preparation of statements of financial activities and balance sheets as required notifying the Trust of any changes to fixed assets used by the Academy.
- Consider and recommend to the Main MAT Board an annual budget, allocating finance to individual Academies and Poole SCITT, using the funding formula allocations and tuition fee incomes, but being sensitive to individual Academy and ITT circumstances.
- To receive regular reports from the Chief Finance Officer and make decisions on the need for any significant unplanned expenditure.
- Consider and recommend to the Board the annual financial report, returns and accounts.
- Ensure compliance with Company/charity law, and arrangements with the DfE.
- Ensure all insurances are in place.



# TEACH Poole

## Governance Statement

### Governance (continued)

- To review the effectiveness of the Trust's internal control system established to ensure that the aims, objectives, and key performance targets of the organisation are achieved.
- Consider/approve any litigation or arbitration proceedings.
- Inform the appropriate government agency if it suspects any irregularity affecting resources and approve any write-offs/ other requirements of the ESFA/DfE.
- Make recommendations to the MAT Board in relation to the procurement and appointment of Trust contractors/lettings and tenders that would exceed £60,000.
- Consider/approve any operating lease, licence, tenancy, or similar arrangement for any of the Academy schools.
- Take responsibility for any disposals or acquisitions of land to be used by any Academy. To set up and approve a Directors Expenses scheme.
- Approve relevant financial policies and procedures.

### *Audit and Risk*

- To review the Trust's internal and external financial statements and reports to ensure that they reflect best practice; that they are true and fair and conform to accounting standards (including the Academy Trust Handbook) and that accounting policies are appropriate and applied consistently. An annual statement to the Board will be produced by the Committee in this regard.
- To advise the Board on the appointment, re-appointment, dismissal, and remuneration of the external and internal auditor.
- To direct the nature and scope of audits with the Trust's external auditor, review the external auditor's annual planning document and approve the planned audit approach.
- To consider all relevant reports by the appointed external auditor, including reports on the Trust's accounts, achievement of value for money and agree the programme of work proposed by management to address issues.
- To advise the Board on the need for, and then, where appropriate, the appointment, re-appointment, dismissal, and remuneration of, an internal auditor or other assurance provider to enable the Board to sign the corporate governance statement in the annual accounts.
- To direct all aspects of internal audit, including the independent review of systems and controls, the framework of the work programme, and the monitoring of management in implementing recommendations raised by the internal auditor and other audit professionals.
- Receive reports (annual reports, management letters etc.) from the external auditor and other bodies, for example the ESFA, and consider any issues raised, the associated management response and action plans. Where it is deemed appropriate, reports should be referred to the Board or other committee for information and action.
- To monitor the assessment of significant risks (financial and non-financial) to which the Trust, its Academies and Poole SCITT are exposed, ensuring this is kept up to date and that management are charged with implementing controls to mitigate these risks within appropriate boundaries.
- To commission investigations or seek professional advice of potential instances of fraud, irregularity or cases of whistle blowing.

# TEACH Poole

## Governance Statement

Governance (continued)

As part of its Audit and Risk Management function the committee is authorised:

- To investigate any activity within its terms of reference or specifically delegated to it by the Board.
- To request any information, it requires from any employee, external audit, internal audit, or other assurance provider.
- To obtain outside legal or independent professional advice it considers necessary, normally in consultation with the Accounting Officer and/or Chair of the Trust.

### *Staffing*

- Consider general staffing matters, vacancies, appointments, recruitment matters etc.
- Receive reports on Union engagement.
- Monitor and agree policies, procedures and information concerning staff well-being / mental health.
- Agreeing the annual staffing structure of the Trust.
- Consider proposals for re-structures/major staffing change.
- Review cost effectiveness of leadership/management/staff structures.
- To ensure good succession and retention of a quality workforce.
- Approve staff disciplinary, capability, conduct, and grievance policies.
- Approve and review relevant HR policies.

Attendance at meetings in the year was as follows:

Trustee attended	Meetings	Out of a possible
Paul Squire	6	6
Katie Lasbury-Carter	6	6
Sean Frampton	6	6
Paul Taylor	6	6
Dean Chown	5	6

# TEACH Poole

## Governance Statement

### Review of Value for Money

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

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

- Following the rules and regulations set down in the Academies Trust Handbook.
- Securing high quality financial leadership.
- Interrogating monthly management accounts and monitoring actual performance against budget to ensure that funds are being spent efficiently and areas of concern are addressed on a timely basis.
- Ensuring that staffing models are appropriate and in line with Trust strategies.
- Maximising opportunities to increase High Need Block funding allocations.
- Completing value for money evaluation on all contracts and secure savings. In 2023-24, savings were achieved on IT infrastructure and hardware procurement, broadband services and budget planning software.
- Using the Regional Schools Buying Hub and Department of Education's procurement frameworks to ensure smarter buying to meet areas of cost and compliance. In 2023-24, Get Help Buying for Schools provided procurement advice in respect of tenders for cleaning services and MFD copier contracts.
- Implementing a comprehensive maintenance plan and long-term asset management plan to ensure that its estate is safe and managed effectively in terms of financial efficiency and sustainability. In 2023-24, the Trust invested in new BMS systems to support sustainability issues and generate energy efficiency savings. LED lighting was also installed in all Trust schools. All estates contracts are always considered alongside a value for money evaluation.
- Use a comprehensive system to ensure the estates are compliant and safe for all personnel, which includes regular monitoring, reporting and evidenced-compliance checks.

### The Purpose of the System of Internal Control

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

# TEACH Poole

## Governance Statement

### Capacity to Handle Risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

### The Risk and Control Framework

The Academy Trust's system of internal 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 Finance, Audit and Staffing Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes.
- setting targets to measure financial and other performance.
- clearly defined purchasing (asset purchase or capital investment) guidelines.
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an auditor for this purpose. However, the Trustees have appointed a series of internal reviewers including School Business Services, Secure Schools and Julie Jeans, a Trustee, to carry out a programme of internal checks.

The reviewers' role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems.

In particular, the checks carried out in the current period included:

- Review of governance
- Review of cyber security including penetration testing
- Review of high needs block funding

The internal reviewers reported to the Board of Trustees, through the Finance, Audit and Staffing Committee, on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and prepare 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 internal reviewers have delivered their schedule of work as planned, and there were no material control issues arising as a result of the internal reviewers' work.

# TEACH Poole

## Governance Statement

### Review of Effectiveness

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

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

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

### Conclusion

Based on the advice of the audit and risk committee and the Accounting Officer, the Board of Trustees is of the opinion that the Academy 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 16 December 2024 and signed on its behalf by:

✓ Arbon

K Lasbury-Carter

Mrs V Arbon  
Chair of Trustees

Mrs K Lasbury-Carter  
Accounting Officer

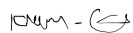

# TEACH Poole

## Statement of Regularity, Propriety and Compliance

As Accounting Officer of TEACH Poole I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education & Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the Academy Trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibilities for estates safety and management.

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

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

 - 

Mrs K Lasbury-Carter  
Accounting Officer  
16 December 2024

# TEACH Poole

## Statement of Trustees' Responsibilities

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

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

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

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

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

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

Approved by order of the members of the Board of Trustees on 16 December 2024 and signed on its behalf by:

✓ Arbon

Mrs V Arbon  
Chair of Trustees

# TEACH Poole

## Independent Auditor's Report on the Financial Statements to the Members of TEACH Poole

### Opinion

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

In our opinion the financial statements:

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

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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



# TEACH Poole

## Independent Auditor's Report on the Financial Statements to the Members of TEACH Poole

### Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. It includes the Reference and Administrative Details, the Trustees' Report (including the Strategic Report), and the Governance Statement. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

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

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

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

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

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

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

# TEACH Poole

## Independent Auditor's Report on the Financial Statements to the Members of TEACH Poole

### Responsibilities of the Trustees

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

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

### Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

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

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

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Academy Trust, and the sector in which it operates. These include but are not limited to compliance with the Companies Act 2006, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019, the Academy Trust Handbook 2023, and the Academies Accounts Direction 2023 to 2024.
- We obtained an understanding of how the Academy Trust is complying with these frameworks through discussions with management.

# TEACH Poole

## Independent Auditor's Report on the Financial Statements to the Members of TEACH Poole

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

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

### Use of our report

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

*M Cooper*

M Cooper ACA (Senior statutory auditor)  
For and on behalf of Hopper Williams & Bell Limited  
Statutory Auditor  
Highland House, Mayflower Close, Chandlers Ford, Eastleigh, SO53 4AR

19 Dec 2024  
Date .....

# TEACH Poole

## Independent Reporting Accountant's Assurance Report on Regularity to TEACH Poole and the Education & Skills Funding Agency

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

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

Respective responsibilities of TEACH Poole's Accounting Officer and the reporting accountant  
The Accounting Officer is responsible, under the requirements of TEACH Poole's funding agreement with the Secretary of State for Education dated 20 March 2015 and the Academy Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

# TEACH Poole

## Independent Reporting Accountant's Assurance Report on Regularity to TEACH Poole and the Education & Skills Funding Agency

### Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Consideration as to whether prior approval was sought from the Secretary of State where it is required by the Academy Trust Handbook (effective from 1 September 2023) (ATH).
- Review of any special payments to staff, including compromise agreements, to consider whether prior approval was sought where required by the ATH and that any payments are in line with the severance guidance published by ESFA.
- Consideration as to whether any borrowings have been made in accordance with the ATH.
- Review of any 'minded to' letters or Notices to Improve which have been issued to the Academy Trust.
- Review of any transactions with related parties to ensure that they have been carried out in accordance with the ATH.
- Review of governance arrangements to determine whether the requirements of the ATH have been met.
- Review of the Academy Trust's internal controls, including whether the general control environment has regard to the regularity of underlying transactions, including fraud management.
- Review of the Academy Trust's procurement policies to determine effectiveness and testing a sample of purchases to confirm that the policies have been correctly implemented.
- Identifying any conditions associated with specialist grant income and determining whether it has been spent as the purposes intended.

# TEACH Poole

## Independent Reporting Accountant’s Assurance Report on Regularity to TEACH Poole and the Education & Skills Funding Agency

### Conclusion

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

*M Cooper*

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

19 Dec 2024  
Date .....

# TEACH Poole

## Statement of Financial Activities for the year ended 31 August 2024 (including Income and Expenditure Account)

	Note	Un- restricted funds £	Restricted General Funds £	Restricted Pension Funds £	Restricted Fixed Asset Funds £	2023/24 Total £	2022/23 Total £
Income and endowments from:							
Donations and capital grants	2	32,092	-	-	571,085	603,177	124,415
Other trading activities	4	251,716	140,957	-	-	392,673	386,348
Investments	5	29,904	-	-	-	29,904	8,089
Charitable activities:							
Funding for the academy trust's educational operations	3	-	8,581,821	-	-	8,581,821	8,009,477
<b>Total</b>		<b>313,712</b>	<b>8,722,778</b>	<b>-</b>	<b>571,085</b>	<b>9,607,575</b>	<b>8,528,329</b>
Expenditure on:							
Charitable activities:							
Academy trust educational operations	7	173,929	8,769,395	(64,000)	538,081	9,417,405	8,696,204
Net income / (expenditure)		139,783	(46,617)	64,000	33,004	190,170	(167,875)
Transfers between funds	16	-	(75,299)	-	75,299	-	-
Other recognised gains / (losses):							
Actuarial gains on defined benefit pension schemes	25	-	-	357,000	-	357,000	1,070,000
Net movement in funds		139,783	(121,916)	421,000	108,303	547,170	902,125
Reconciliation of funds							
Total funds brought forward		700,599	1,136,625	(1,321,000)	11,585,489	12,101,713	11,199,588
Total funds carried forward		840,382	1,014,709	(900,000)	11,693,792	12,648,883	12,101,713

The notes on pages 48 to 72 form part of these financial statements.

# TEACH Poole

## Balance Sheet as at 31 August 2024

Company Number 09484306

	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	12		11,622,956		11,483,790
Current assets					
Debtors	13	390,861		283,830	
Investments	14	514,999		255,027	
Cash at bank and in hand		<u>1,789,282</u>		<u>2,038,454</u>	
		2,695,142		2,577,311	
Liabilities					
Creditors: Amounts falling due within one year	15	<u>(769,215)</u>		<u>(638,388)</u>	
Net current assets			<u>1,925,927</u>		<u>1,938,923</u>
Total assets less current liabilities			13,548,883		13,422,713
Defined benefit pension scheme liability	25		(900,000)		(1,321,000)
Total net assets			<u>12,648,883</u>		<u>12,101,713</u>
Funds of the academy trust:					
Restricted funds					
Fixed asset fund	16	11,693,792		11,585,489	
Restricted income fund	16	1,014,709		1,136,625	
Pension reserve	16	<u>(900,000)</u>		<u>(1,321,000)</u>	
Total restricted funds			11,808,501		11,401,114
Unrestricted income funds	16		840,382		700,599
Total funds			<u>12,648,883</u>		<u>12,101,713</u>

The financial statements on pages 45 to 72 were approved by the Trustees and authorised for issue on 16 December 2024 and are signed on their behalf by:

16 Dec 2024

Mrs V Arbon  
Chair of Trustees

The notes on pages 48 to 72 form part of these financial statements.



# TEACH Poole

## Statement of Cash Flows for the year ended 31 August 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by (used in) operating activities	20	(55,943)	169,669
Cash flows from investing activities	21	(193,229)	64,555
Change in cash and cash equivalents in the reporting period		<u>(249,172)</u>	<u>234,224</u>
Cash and cash equivalents at 1 September 2023		2,038,454	1,804,230
Cash and cash equivalents at 31 August 2024	22	<u>1,789,282</u>	<u>2,038,454</u>

# TEACH Poole

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

### 1 Accounting policies

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

#### Basis of Preparation

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006. The financial statements are prepared in sterling which is the functional currency of the Academy Trust and are rounded to the nearest £1.

#### Going Concern

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

#### Income

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

- Donations

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

- Grants

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

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

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

# TEACH Poole

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

### Income (continued)

- Other Income

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

- Donated goods, facilities and services

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

- Donated fixed assets (excluding Transfers on conversion/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 a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

### Expenditure

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

- 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.

# TEACH Poole

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

### Tangible Fixed Assets

Assets costing £1,500 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Freehold Land and Buildings	2-10% straight line on buildings; not provided on land
Furniture and Equipment	25% straight line
Computer Equipment	25% straight line

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

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

### Liabilities

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

### Provisions

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

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

# TEACH Poole

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

### Leased Assets

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

### Current asset investments

Current asset investments comprise fixed term bank deposits. These investments are classified as a basic financial instrument and are measured at amortised cost.

### Financial Instruments

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

#### *Financial assets*

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

#### *Cash at bank*

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

#### *Financial liabilities*

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

### Taxation

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

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

# TEACH Poole

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

### Pensions Benefits

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

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

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

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

### Fund Accounting

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

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

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

# TEACH Poole

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

### Critical accounting estimates and areas of judgement

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

### *Critical accounting estimates and assumptions*

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The assumptions used are disclosed in note 25.

### *Critical areas of judgement*

There are no critical areas of judgement.

## 2 Donations and capital grants

	Unrestricted funds £	Restricted funds £	2023/24 Total £	2022/23 Total £
Capital grants	-	175,427	175,427	101,699
Donated fixed assets	-	395,658	395,658	-
Other donations	32,092	-	32,092	22,716
	<u>32,092</u>	<u>571,085</u>	<u>603,177</u>	<u>124,415</u>
<i>Total 2023</i>	<u>22,716</u>	<u>101,699</u>	<u>124,415</u>	

# TEACH Poole

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

### 3 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	2023/24 Total £	2022/23 Total £
DfE / ESFA grants				
General Annual Grant (GAG)	-	6,470,363	6,470,363	6,219,866
Pupil Premium	-	446,524	446,524	420,215
UFSM	-	235,544	235,544	222,541
Rates reclaim	-	32,622	32,622	30,339
PE and sports grant	-	76,540	76,540	76,550
Mainstream schools additional grant	-	221,331	221,331	92,221
Teachers' pay grant	-	102,196	102,196	-
Teachers' pension grant	-	70,902	70,902	-
Other DfE grants	-	80,442	80,442	301,566
	-	7,736,464	7,736,464	7,363,298
Other government grants				
Local authority grants	-	593,799	593,799	387,944
Other income from the Academy Trust's educational operations				
Other income	-	251,558	251,558	258,235
	-	8,581,821	8,581,821	8,009,477
<i>Total 2023</i>	-	8,009,477	8,009,477	

### 4 Other trading activities

	Unrestricted funds £	Restricted funds £	2023/24 Total £	2022/23 Total £
Hire of facilities	14,625	56,875	71,500	71,022
Trip income	-	71,019	71,019	72,540
Other trading income	237,091	13,063	250,154	242,786
	251,716	140,957	392,673	386,348
<i>Total 2023</i>	218,468	167,880	386,348	



# TEACH Poole

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

### 5 Investment income

	Unrestricted funds £	Restricted funds £	2023/24 Total £	2022/23 Total £
Short term deposits	29,904	-	29,904	8,089
<i>Total 2023</i>	<i>8,089</i>	<i>-</i>	<i>8,089</i>	

### 6 Expenditure

	Staff costs £	Non Pay Expenditure		Total 2023/24 £	Total 2022/23 £
		Premises £	Other £		
Academy's educational operations:					
Direct costs	6,265,523	-	486,741	6,752,264	6,135,889
Allocated support costs	989,198	649,115	1,026,828	2,665,141	2,560,315
	<u>7,254,721</u>	<u>649,115</u>	<u>1,513,569</u>	<u>9,417,405</u>	<u>8,696,204</u>
<i>Total 2023</i>	<i>6,707,478</i>	<i>412,766</i>	<i>1,575,960</i>	<i>8,696,204</i>	

Net income/(expenditure) for the period includes:

	2023/24 £	2022/23 £
Operating lease rentals	12,470	11,865
Depreciation	394,472	398,291
(Gain)/loss on disposal of fixed assets	608	15,437
Fees payable to auditor for:		
Audit	12,130	11,865
Other services	<u>5,695</u>	<u>5,165</u>

Included within expenditure are the following transactions:

	Total £	Individual items above £5,000	
		Amount £	Reason
Gifts made by the Academy Trust	279	-	-

# TEACH Poole

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

### 7 Charitable activities

	2023/24	2022/23
	Total	Total
	£	£
Direct costs – educational operations	6,752,264	6,135,889
Support costs – educational operations	2,665,141	2,560,315
	<u>9,417,405</u>	<u>8,696,204</u>

#### Analysis of support costs:

	Educational operations	2023/24	2022/23
		Total	Total
	£	£	£
Support staff costs	989,198	989,198	1,078,136
Depreciation	394,472	394,472	398,291
Premises costs	649,115	649,115	412,766
Other support costs	551,719	551,719	608,081
Governance costs	80,637	80,637	63,041
Total support costs	<u>2,665,141</u>	<u>2,665,141</u>	<u>2,560,315</u>
<i>Total 2023</i>		<u>2,560,315</u>	<u>2,560,315</u>

# TEACH Poole

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

### 8 Staff

#### a) Staff costs and employee benefits

Staff costs during the period were:

	2023/24	2022/23
	£	£
Wages and salaries	5,569,710	5,009,374
Social security costs	451,191	437,019
Pension costs	1,212,632	1,218,211
	<u>7,233,533</u>	<u>6,664,604</u>
Agency staff costs	4,439	20,236
Other staff costs	16,749	22,638
	<u>7,254,721</u>	<u>6,707,478</u>

#### b) Staff numbers

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

	2023/24	2022/23
	No.	No.
Teachers	69	70
Administration and support	152	141
Management	14	14
	<u>235</u>	<u>225</u>

#### c) Higher paid staff

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

	2023/24	2022/23
	No.	No.
£60,001 - £70,000	5	2
£70,001 - £80,000	1	-
£100,001 - £110,000	-	1
£130,001 - £140,000	1	-

#### 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 employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £846,557 (2023: £735,391).

# TEACH Poole

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

### 9 Related Party Transactions – Trustees’ remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from employment with the Academy Trust. Remuneration is only paid in respect of services provided undertaking staff roles under contracts of employment.

The value of Trustees’ remuneration and other benefits was as follows:

		2023/24	2022/23
		£000	£000
Mrs K Lasbury-Carter	Remuneration	135-140	100-105
(CEO)	Employer’s pension contributions paid	35-40	20-25

During the period ended 31 August 2024, the FTE of the CEO increased, on a temporary basis, from 0.8 to 1.0.

During the period ended 31 August 2024, no Trustees received any reimbursement of expenses (2023: £41 to one Trustee).

### 10 Trustees’ and officers’ insurance

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

# TEACH Poole

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

### 11 Central services

The Academy Trust has provided the following central services to its academies during the year:

- Central Trust staff
- Financial services
- Human resources and payroll services
- Central administrative services
- Legal and professional services
- Education support services, including IT
- Risk management and compliance

The Academy Trust charges for these services on the basis of pupil numbers. The actual amounts charged during the year were as follows:

	2023/24	2022/23
	£	£
Ad Astra Infant School	202,416	196,824
Canford Heath Infant School	281,124	273,359
Canford Heath Junior School	371,088	360,829
Haymoor Junior School	269,880	262,425
	<u>1,124,508</u>	<u>1,093,437</u>

### 12 Tangible fixed assets

	Freehold Land and Buildings £	Furniture and Equipment £	Computer Equipment £	Total £
<b>Cost</b>				
At 1 September 2023	13,378,866	380,144	343,030	14,102,040
Acquisitions	411,297	100,818	22,131	534,246
Disposals	(3,188)	(3,496)	(30,268)	(36,952)
At 31 August 2024	<u>13,786,975</u>	<u>477,466</u>	<u>334,893</u>	<u>14,599,334</u>
<b>Depreciation</b>				
At 1 September 2023	2,154,107	273,975	190,168	2,618,250
Charged in year	281,584	49,764	63,124	394,472
Disposals	(2,582)	(3,496)	(30,266)	(36,344)
At 31 August 2024	<u>2,433,109</u>	<u>320,243</u>	<u>223,026</u>	<u>2,976,378</u>
<b>Net book values</b>				
At 31 August 2023	11,224,759	106,169	152,862	11,483,790
At 31 August 2024	<u>11,353,866</u>	<u>157,223</u>	<u>111,867</u>	<u>11,622,956</u>

# TEACH Poole

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

### 13 Debtors

	2023/24	2022/23
	£	£
Trade debtors	17,409	7,857
VAT recoverable	29,943	23,549
Prepayments and accrued income	343,509	252,424
	<u>390,861</u>	<u>283,830</u>

### 14 Current asset investments

	2023/24	2022/23
	£	£
Bank deposits	<u>514,999</u>	<u>255,027</u>

# TEACH Poole

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

### 15 Creditors: amounts falling due within one year

	2023/24	2022/23
	£	£
Trade creditors	74,649	67,544
Other taxation and social security	103,446	97,542
Other creditors falling due within one year	160,179	133,968
Accruals and deferred income	430,941	339,334
	<u>769,215</u>	<u>638,388</u>

	2023/24	2022/23
	£	£
Deferred income at 1 September 2023	180,656	162,777
Released from previous years	(180,656)	(162,777)
Resources deferred in the year	179,054	180,656
Deferred income at 31 August 2024	<u>179,054</u>	<u>180,656</u>

At the balance sheet date the Academy Trust was holding funds received in advance for grants and other income received in respect of the forthcoming financial year.

# TEACH Poole

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

### 16 Funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2024 £
<b>Restricted general funds</b>						
General Annual Grant (GAG)	907,827	6,470,363	(6,456,100)	(75,299)	-	846,791
Pupil premium	-	446,524	(446,524)	-	-	-
UIFSM	-	235,544	(235,544)	-	-	-
Rates reclaim	-	32,622	(32,622)	-	-	-
PE and sports grant	6,900	76,540	(83,440)	-	-	-
MSAG	-	221,331	(221,331)	-	-	-
Teachers' pay grant	-	102,196	(102,196)	-	-	-
Teachers' pension grant	-	70,902	(70,902)	-	-	-
Other DfE grants	-	80,442	(80,442)	-	-	-
Local authority grants	-	593,799	(593,799)	-	-	-
SCITT	221,898	236,712	(290,692)	-	-	167,918
Other educational activities	-	155,803	(155,803)	-	-	-
	<u>1,136,625</u>	<u>8,722,778</u>	<u>(8,769,395)</u>	<u>(75,299)</u>	<u>-</u>	<u>1,014,709</u>
Pension reserve	(1,321,000)	-	64,000	-	357,000	(900,000)
	<u>(184,375)</u>	<u>8,722,778</u>	<u>(8,705,395)</u>	<u>(75,299)</u>	<u>357,000</u>	<u>114,709</u>
<b>Restricted fixed asset funds</b>						
Fixed asset fund	11,483,790	-	(395,080)	534,246	-	11,622,956
ESFA capital grants (DFC)	32,471	32,426	-	(17,883)	-	47,014
Other capital grants	69,228	143,001	(143,001)	(45,406)	-	23,822
Donated fixed assets	-	395,658	-	(395,658)	-	-
	<u>11,585,489</u>	<u>571,085</u>	<u>(538,081)</u>	<u>75,299</u>	<u>-</u>	<u>11,693,792</u>
<b>Total restricted funds</b>	<u>11,401,114</u>	<u>9,293,863</u>	<u>(9,243,476)</u>	<u>-</u>	<u>357,000</u>	<u>11,808,501</u>
<b>Total unrestricted funds</b>	<u>700,599</u>	<u>313,712</u>	<u>(173,929)</u>	<u>-</u>	<u>-</u>	<u>840,382</u>
<b>Total funds</b>	<u>12,101,713</u>	<u>9,607,575</u>	<u>(9,417,405)</u>	<u>-</u>	<u>357,000</u>	<u>12,648,883</u>



# TEACH Poole

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

### 16 Funds (continued)

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

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

#### General annual grant

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

#### Other DfE/ESFA grants

This is funding received from the ESFA for specific purposes.

#### Local authority grants

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

#### Other educational activities

This includes all other educational income/expenditure.

#### Pension reserve

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

#### Fixed asset fund

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

#### DfE/ESFA capital grants

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

#### Other capital grants

This is other capital funding in respect of energy efficiency improvements. It also includes income and expenditure in respect of capital refurbishments which have been funded by the local authority.

#### Donated fixed assets

This represents capital improvements which have been funded by the local authority.

#### Transfers between funds

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

# TEACH Poole

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

### 16 Funds (continued)

#### Total funds analysis by academy

Fund balances at 31 August 2024 were allocated as follows:

	2023/24	2022/23
	£	£
Ad Astra Infant School	(26,218)	24,558
Canford Heath Infant School	401,333	368,664
Canford Heath Junior School	955,094	924,655
Haymoor Junior School	219,268	161,899
SCITT	167,918	221,898
Central services	137,696	135,550
Total before fixed assets and pension reserve	1,855,091	1,837,224
Restricted fixed asset fund	11,693,792	11,585,489
Pension reserve	(900,000)	(1,321,000)
Total	12,648,883	12,101,713

The following academy is carrying a net deficit on its portion of the funds as follows:

	£
Ad Astra Infant School	26,218

The Academy Trust is taking the following action to return the academy to surplus:

The recent pay awards, combined with high levels of SEND within the cohorts, have put pressure on Ad Astra Infant School and the school is carrying a net deficit of £26,218 on these funds. A strategic decision was taken by Trustees to use retained reserves to support the school through this challenging period. Deficit recovery planning will commence during the 2024-25 academic year to clear the deficit and return the school to a balanced budget position within three years. In the interim period, the school will continue to be supported by the Trust's retained reserves.

#### 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 (excl. dep- reciation) £	2023/24 Total £	2022/23 Total £
Ad Astra Infant School	1,226,295	186,731	54,300	258,114	1,725,440	1,510,784
Canford Heath Infant School	1,567,824	259,204	74,165	364,216	2,265,409	2,083,952
Canford Heath Junior School	1,896,921	222,801	140,389	344,070	2,604,181	2,442,628
Haymoor Junior School	1,539,017	215,504	111,726	270,964	2,137,211	1,977,450
SCITT	35,466	104,958	106,161	44,107	290,692	283,099
	6,265,523	989,198	486,741	1,281,471	9,022,933	8,297,913

# TEACH Poole

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

### 16 Funds (continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2023 £
<b>Restricted general funds</b>						
General Annual Grant (GAG)	719,585	6,219,866	(5,991,126)	(40,498)	-	907,827
Pupil premium	-	420,215	(420,215)	-	-	-
UIFSM	-	222,541	(222,541)	-	-	-
Rates reclaim	-	30,339	(30,339)	-	-	-
PE and sports grant	-	76,550	(69,650)	-	-	6,900
MSAG	-	92,221	(92,221)	-	-	-
Other DfE grants	-	301,566	(301,566)	-	-	-
Local authority grants	-	387,944	(387,944)	-	-	-
SCITT	234,967	270,030	(283,099)	-	-	221,898
Other educational activities	-	156,085	(156,085)	-	-	-
	954,552	8,177,357	(7,954,786)	(40,498)	-	1,136,625
Pension reserve	(2,220,000)	-	(171,000)	-	1,070,000	(1,321,000)
	(1,265,448)	8,177,357	(8,125,786)	(40,498)	1,070,000	(184,375)
<b>Restricted fixed asset funds</b>						
Fixed asset fund	11,857,020	-	(413,728)	40,498	-	11,483,790
ESFA capital grants (DFC)	-	32,471	-	-	-	32,471
Other capital grants	-	69,228	-	-	-	69,228
	11,857,020	101,699	(413,728)	40,498	-	11,585,489
<b>Total restricted funds</b>	<b>10,591,572</b>	<b>8,279,056</b>	<b>(8,539,514)</b>	<b>-</b>	<b>1,070,000</b>	<b>11,401,114</b>
<b>Total unrestricted funds</b>	<b>608,016</b>	<b>249,273</b>	<b>(156,690)</b>	<b>-</b>	<b>-</b>	<b>700,599</b>
<b>Total funds</b>	<b>11,199,588</b>	<b>8,528,329</b>	<b>(8,696,204)</b>	<b>-</b>	<b>1,070,000</b>	<b>12,101,713</b>

# TEACH Poole

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

### 17 Analysis of net assets between funds

	Un- restricted funds £	Restricted general funds £	Restricted pension funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets	-	-	-	11,622,956	11,622,956
Current assets	840,382	1,783,924	-	70,836	2,695,142
Current liabilities	-	(769,215)	-	-	(769,215)
Pension scheme liability	-	-	(900,000)	-	(900,000)
<b>Total net assets</b>	<b>840,382</b>	<b>1,014,709</b>	<b>(900,000)</b>	<b>11,693,792</b>	<b>12,648,883</b>

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

	Un- restricted funds £	Restricted general funds £	Restricted pension funds £	Restricted fixed asset funds £	Total funds £
Tangible fixed assets	-	-	-	11,483,790	11,483,790
Current assets	700,599	1,775,013	-	101,699	2,577,311
Current liabilities	-	(638,388)	-	-	(638,388)
Pension scheme liability	-	-	(1,321,000)	-	(1,321,000)
<b>Total net assets</b>	<b>700,599</b>	<b>1,136,625</b>	<b>(1,321,000)</b>	<b>11,585,489</b>	<b>12,101,713</b>

### 18 Capital commitments

	2023/24 £	2022/23 £
Contracted for, but not provided in the financial statements	742,856	-

### 19 Long-term commitments, including operating leases

#### Operating leases

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

	2023/24 £	2022/23 £
Amounts due within one year	14,616	-
Amounts due between one and five years	17,539	-
	<b>32,155</b>	<b>-</b>

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

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

	2023/24	2022/23
	£	£
Net income / (expenditure) for the reporting period	190,170	(167,875)
Adjusted for:		
Depreciation	394,472	398,291
(Gain)/loss on disposal of fixed assets	608	15,437
Capital grants from DfE and other capital income	(571,085)	(101,699)
Interest receivable	(29,904)	(8,089)
Defined benefit pension scheme cost less contributions payable	(123,000)	83,000
Defined benefit pension scheme finance cost	59,000	88,000
Increase in debtors	(107,031)	(26,546)
Increase / (decrease) in creditors	130,827	(110,850)
Net cash (used in) / provided by Operating Activities	<u>(55,943)</u>	<u>169,669</u>

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

### 21 Cash flows from investing activities

	2023/24	2022/23
	£	£
Dividends, interest and rents from investments	29,904	8,089
Increase in current asset investments	(259,972)	(4,735)
Purchase of tangible fixed assets	(138,588)	(40,498)
Capital grants from DfE Group	32,426	32,471
Capital funding received from sponsors and others	143,001	69,228
Net cash (used in) / provided by investing activities	<u>(193,229)</u>	<u>64,555</u>

### 22 Analysis of cash and cash equivalents

	2023/24	2022/23
	£	£
Cash at bank and in hand	<u>1,789,282</u>	<u>2,038,454</u>

### 23 Analysis of changes in net debt

	At 1 September 2023	Cash flows	Acquisition/ disposal of subsidiaries	New finance leases	Other non-cash changes	At 31 August 2024
	£	£	£	£	£	£
Cash	2,038,454	(249,172)	-	-	-	1,789,282
Total	<u>2,038,454</u>	<u>(249,172)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,789,282</u>

### 24 Member liability

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

# TEACH Poole

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

### 25 Pension and similar obligations

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Dorset 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 2022.

Contributions amounting to £153,089 were payable to the schemes at 31 August 2024 (2023: £126,634) and are included within creditors.

#### Teachers' Pension Scheme

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

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

#### Valuation of the Teachers' Pension Scheme

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

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

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

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

The employer's pension costs paid to TPS in the period amounted to £806,703 (2023: £682,701).

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

# TEACH Poole

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

### 25 Pension and similar obligations (continued)

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy 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 2024 was as follows:

	2024	2023
	£	£
Employer's contributions	536,000	450,000
Employees' contributions	131,000	115,000
	<u>667,000</u>	<u>565,000</u>

The agreed contribution rates for future years are 23.6% for employers and 5.5% to 12.5% for employees.

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

#### Principal actuarial assumptions

	2024	2023
Rate of increase in salaries	3.8%	3.9%
Rate of increase for pensions in payment/inflation	2.8%	2.9%
Discount rate for scheme liabilities	5.1%	5.3%
Inflation assumption (CPI)	<u>2.8%</u>	<u>2.9%</u>

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

	2024	2023
<i>Retiring today</i>		
Males	21.8	21.8
Females	<u>23.9</u>	<u>23.9</u>
<i>Retiring in 20 years</i>		
Males	23.1	23.1
Females	<u>25.3</u>	<u>25.3</u>



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

### 25 Pension and similar obligations (continued)

#### Sensitivity analysis

	Increase/(reduction) in defined benefit obligation	
	2024	2023
	£	£
Discount rate +0.1%	(155,000)	(138,000)
Discount rate -0.1%	160,000	141,000
Mortality assumption – 1 year increase	204,000	176,000
Mortality assumption – 1 year decrease	(199,000)	(171,000)
CPI rate +0.1%	157,000	139,000
CPI rate -0.1%	(153,000)	(135,000)

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

	2024	2023
	£	£
Equities	4,326,000	3,466,000
Corporate bonds	481,000	391,000
Property	549,000	503,000
Cash and other liquid assets	137,000	56,000
Investment funds	481,000	391,000
Other	892,000	784,000
Total market value of assets	<u>6,866,000</u>	<u>5,591,000</u>

The actual return on scheme assets was a gain of £706,000 (2023: £10,000).

Amount recognised in the Statement of Financial Activities

	2023/24	2022/23
	£	£
Current service cost	413,000	533,000
Interest income	(308,000)	(223,000)
Interest cost	367,000	311,000
Total amount recognised in the SOFA	<u>472,000</u>	<u>621,000</u>

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

### 25 Pension and similar obligations (continued)

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

	2023/24	2022/23
	£	£
At 1 September	6,912,000	7,294,000
Current service cost	413,000	533,000
Interest cost	367,000	311,000
Employee contributions	131,000	115,000
Actuarial loss / (gain)	41,000	(1,283,000)
Benefits paid	(98,000)	(58,000)
At 31 August	<u>7,766,000</u>	<u>6,912,000</u>

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

	2023/24	2022/23
	£	£
At 1 September	5,591,000	5,074,000
Interest income	308,000	223,000
Actuarial gain / (loss)	398,000	(213,000)
Employer contributions	536,000	450,000
Employee contributions	131,000	115,000
Benefits paid	(98,000)	(58,000)
At 31 August	<u>6,866,000</u>	<u>5,591,000</u>

### 26 Related party transactions

No related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 9.



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Thu, 19th Dec 2024 11:33:35 GMT	Matt Cooper - Signer (a2ecf9ce090b4124912bcb2d8e62da4f)
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