

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

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
Mrs S Moore
Mr G Neilson
Mr D Pawling

Trustees

Mrs E Hall (Chair)
Mr P Squire (Chair of finance, staffing and audit committee)
Mrs K Lasbury-Carter (CEO/Accounting Officer)
Mrs V Arbon (Vice chair)
Mr D Chown
Mr S Frampton
Mrs J Jeans (appointed 25 May 2023)
Mrs S Moore
Mr D Pawling
Mrs F Perry (appointed 19 October 2022)
Mr P Taylor

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 SEND & Inclusion
Mrs K Spratt	Standards and Scrutiny Lead

Company Name

TEACH Poole

Principal and Registered Office

Canford Heath Infant School
Learoyd Road
Poole
Dorset
BH17 8PJ

TEACH Poole

Reference and Administrative Details

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 2023. 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 1,460 in the school census in January 2023. 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, The Educational Alliance of Canford Heath.

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 consisted 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 Chief Finance Officer.

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 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, three nominated Trustees (including 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. Guidance on the appropriate pay range for the CEO was provided through an independent external commissioned report to the Trust Board in 2015. This provided benchmarks and criteria for the Trustees to consider. Furthermore, extensive executive pay benchmarking and research was used from 2021 onwards to review and update the rationale for executive pay. This is benchmarked 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, 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.

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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 second 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 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.

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Trustees' Report

Objectives, Strategies and Activities (continued)

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.

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.

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Trustees' Report

Objectives, Strategies and Activities (continued)

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.

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

TEACH Poole

Trustees' Report

Objectives, Strategies and Activities (continued)

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.

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.

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Trustees' Report

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.

The outcomes and dates of inspections are as follows:

- Haymoor Junior School – Good – April 2018
- Ad Astra Infant School – Good – January 2018
- Canford Heath Junior School – Good – December 2017
- Canford Heath Infant School – Outstanding – March 2023
- Poole SCITT – Good – May 2022

Attainment outcomes 2023

Early years outcomes

Good level of development (GLD)	Ad Astra Infant School	Canford Heath Infant School	NCER National 2023
Outcome	69%	69%	67%

Both Infant Schools attained above the national average.

Phonics outcomes

Phonics Outcome	Ad Astra Infant School	Canford Heath Infant School	NCER National 2023
Year 1	91%	90%	79%
By End of Key Stage One	98%	96%	87%

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Trustees' Report

Achievements and Performance (continued)

Key Stage One Outcomes 2023

	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	68%	27%	81%	29%	75%	28%	68%	19%	70%	21%
Writing	56%	13%	66%	13%	61%	13%	60%	8%	60%	8%
Maths	72%	26%	85%	19%	80%	22%	70%	16%	72%	17%
Science	77%		89%		84%		79%		80%	
RWM combined	53%	12%	60%	11%	57%	11%	56%	6%	56%	6%

Key Stage One attainment at Canford Heath Infant School was above national in all areas.

Key Stage One attainment at Ad Astra Infant School was at national in reading and above national in maths.

Multiplication Tables Check (MTC) – Year Four - 2023

Outcome	Haymoor Junior School (91 pupils)	Canford Heath Junior School (119 pupils)	National 2022
Score of 25/25	46%	47%	27%
Score of 22/25	79%	84%	
Score of 20/25	86%	92%	
Mean average score all	22	23	20
Mean average score disadvantaged pupils	21	23	18

2023 National averages are yet to be published. However, in comparison to 2022 measures, both Junior Schools have performed exceptionally well, and above national in all areas.

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Trustees' Report

Achievements and Performance (continued)

Key Stage two Attainment

	Haymoor Junior School (90 pupils)		Canford Heath Junior School (116 pupils)		TEACH KS2 Combined (206 pupils)		National KS2 2023		BCP KS2 2023	
	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS	EXS	GDS
Reading	73%	28%	87%	43%	81%	36%	73%	29%	75%	31%
Writing	81%	21%	82%	15%	82%	17%	71%	13%	74%	15%
Maths	83%	21%	88%	30%	86%	26%	73%	24%	75%	26%
Science	86%		84%		84%		80%		84%	
GPS	70%	29%	90%	41%	81%	36%	72%	30%	75%	32%
RWM combined	70%	11%	72%	11%	62%	11%	59%	8%	62%	10%

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

KEY STAGE TWO 2023 AVERAGE SCALED SCORE (provisional)	Haymoor Junior School	Canford Heath Junior School	NATIONAL KS2	BCP
Reading	105	105	105	105
Maths	104	105	104	104
GPS	104	106	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	-1.1	-1.4	1.05	2.04	0	-0.88	-0.02	-1.07
Writing	0.71	0.35	0.29	-3.34	0	-0.68	0.1	-1.02
Maths	-0.49	-1.12	0.73	-1.36	0	-1.02	0.02	-1.4

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Trustees' Report

Achievements and Performance (continued)

Attendance information 2022-23

	Ad Astra Infant School	Canford Heath Infant School	Haymoor Junior School	Canford Heath Junior School
	%	%	%	%
Whole School	93.8	94.5	95.2	94.6
Authorised absence	4.4	4.2	3.2	3.6
Illness (I Code)	3.9	3.9	2.8	3.2
Unauthorised absence	1.8	1.2	1.5	1.9
Unauthorised Leave of absence (G Code)	0.7	0.7	0.6	0.6

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 'Covid type' symptoms, sickness and diarrhoea, chicken pox and significant increase in unauthorised holidays in term time. Government attendance data for 2022-23 was published in September 2023. The national figure for ALL schools was 92.5%, authorised absence 5.0%, and unauthorised absence 2.5%. The national figure for PRIMARY schools was 94.0%, authorised absence 4.3%, unauthorised absence 1.7%.

Other notable achievements

Canford Heath Infant School Outstanding Ofsted Grade – March 2023

Canford Heath Infant School was graded Outstanding in their Ofsted inspection that took place earlier this year. This was their first inspection since 2008, where the school was also graded as Outstanding. All areas of the inspection were graded Outstanding, and these include quality of education, behaviour and attitudes, personal development, leadership and management and the quality of Early Years. The report describes the school as 'a beacon of excellence' and commends the school for its exceptional pastoral support, personal development, behaviour, and provision for pupils with SEND. The report also praises the ambitious curriculum, leadership, and support for staff. Feedback from parents and carers was overwhelmingly positive with 100% of parents stating that they would recommend the school to other parents. To date, this is the only BCP school which has been awarded Outstanding under the new Ofsted framework.

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

TEACH Poole was successfully selected by BCP to develop two Speech Language and Communication Needs (SLCN) Bases – one at Canford Heath Infant School and one at Canford Heath Junior School. These are due to open to pupils in September 2024. They will offer specialised learning, support, and therapy for up to 35 primary-aged children with an Education Health and Care Plan (EHCP) for SLCN. Capital and operational funding for the two bases will be provided by BCP and is part of the bigger strategic drive to secure more specialist places for children and young people who require them.

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Trustees' Report

Achievements and Performance (continued)

Staff retention

Our overall staff retention rate has increased by 8.86% compared to the previous year. This signifies that a higher percentage of our employees chose to remain with TEACH.

There has been a noticeable improvement in retention rates for teaching staff compared to last year with 1.8% of the workforce leaving during the academic year 2022-23 compared to 5.61% in the previous year. An analysis of employee tenure reveals that 46% of employees have over 5 years' service, indicating increased loyalty and commitment amongst long-serving staff.

The improved staff retention rates will have several positive implications, to include reduced recruitment and onboarding costs, higher morale, and preservation of knowledge. Staff well-being and satisfaction surveys are also high.

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 a number of 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 2023-24 onwards.

Recruitment of new CFO

The 2022-23 academic year was the first full year with a newly recruited Chief Finance Officer (CFO) in place. This has been an exceptional appointment, with the skills, experience and knowledge of the CFO permeating across all operational areas of the Trust. Review of practice, policy and procedures has shown improvements in several Trust activities and the impact of these improvements will be seen in the months and years to come.

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 is a massive achievement for Poole SCITT and has been very well received by the local educational community.

TEACH Poole

Trustees' Report

Achievements and Performance (continued)

New payroll system

The implementation of the new Integrated HR, Payroll and Budget system has been a success. This went live in June 2023. A training session was provided to HR and relevant staff. Documentation was also distributed for ongoing reference. All staff have now been sent details on creating an account and how to use the new software and APP. Employees are completing monthly overtime and expense claims through the Employee APP, as well as being able to view and download their monthly payslip.

The new system has provided immediate time savings and efficiency when completing the monthly reconciliation and pension management. Its capabilities extend further and with time will be used to its fullest extent. Over the coming year, it is planned to migrate the current budget system (SBS) onto the integrated budget planner (BPS) and migrate the current manually collated Single Central Record onto EduPay.

A recent payroll audit found that procedures in relation to payroll were strong. It was reported that; appropriate controls are in place and working as documented; the system is largely electronic and a good level of segregation of duties is in place; the transfer to EduPay was managed well with no significant issues and the new system is well embedded and operating accurately. A payroll policy has also been produced by the HR and Payroll Manager which outlines the main payroll processes.

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.

TEACH Poole

Trustees' Report

Achievements and Performance (continued)

Musical achievements

Curriculum

2022-23 allowed us to return to a fully functioning music department. Our Music Director has continued to lead all the music lessons across the Trust on a two-week timetable, to try and support teacher confidence and continue to drive the high expectations across the department.

During each lesson she demonstrated expectations for the teachers, in preparation for them leading their own class sessions the following week, and this worked as a great form of CPD. This arrangement has really supported teachers in becoming more confident and knowledgeable about teaching music.

This year has also seen the Music Director implementing the new annual curriculum map, progression maps and curriculum planning across all year groups.

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.

Wider Opportunities

We welcomed the First Access project back into year 4 for the Autumn term. A very popular opportunity, funded by SoundStorm, our local music hub, where every child in year 4 was given their own woodwind instrument to take home for 10 weeks and had a one-hour lesson per week. This resulted in 12 children carrying on with lessons in the summer term, as part of the progression project.

We were awarded Music Mark status for a third year running by SoundStorm, for the contribution and commitment to music within our Trust.

TEACH Poole

Trustees' Report

Achievements and Performance (continued)

Events

- Our Christmas Carol concerts took place at the local churches with record number of children attending each, Haymoor welcoming over 170 and Canford Heath Junior School over 200 children.
- Some of our children successfully auditioned for the SoundStorm Elevate online project and took part in the online orchestras.
- All four choirs visited many different local nursing home throughout the year to sing Christmas songs, perform their nativities, a summer sing along.
- Canford Heath Infant School set up pen pals with Magna Nursing homes, so we took Christmas cards in when we sung to the residents.
- We welcomed Ali Dos Santos into Canford Heath Infant School and Ad Astra Infant School as our SoundStorm Infant schools Musician in Residency. She led music workshops in all year groups which resulted in a fabulous concert for the whole school. We also welcomed a group of five BSO musicians who performed and accompanied the children live.
- Year 2 took part in the SoundStorm 'Save our land' music and drama project run by Abi Thommes.
- Live and Inspired concerts took place in each of the Junior schools. This involved a DJ and Saxophonist, who used their music to perform live to the whole school, travelling through music history in a fun and engaging modern way.
- In May, both of our year 3 groups visited the Lighthouse to take part in the world premiere of the 'Dance' concert as part of the BSO children's concert. The children had spent half a term learning about the orchestra in their curriculum lessons and the new material by James Redwood ready for the concert.
- 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 Shrek the musical at Magna Academy.
- The Junior choirs sang at the Poole School Music Association Carol Concert held at Poole High School.
- 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.
- Both of our Junior Schools held our 'Senior Citizen Afternoon Cream Tea. On each occasion, we welcomed 70 members of the community into our schools to share in an afternoon of games, cakes and musical entertainment provided by the children. It was a lovely event, bringing the generations together.
- The Canford Heath Junior School choir sang at their summer fayre.
- Canford Heath Junior School held a live Samba Bossa performance for year 3 and year 6 from a group of touring musicians.
- The TEACH Trust summer concert closed the year with a spectacular finale. 514 children from across the Trust performed to a sold-out audience of 1400. The children sang, danced, and performed to an incredible standard showcasing the work that they had completed in our curriculum lessons, clubs, and peripatetic lessons.

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Trustees' Report

Achievements and Performance (continued)

Instrument lessons

The instrumental lessons over 2022-23 have all taken place face to face in school, following the disruption to this from Covid.

A record number of music grades have been achieved this year - over 20 across the Junior schools. Following Covid, the examination boards changed the face-to-face rulings and pre-recorded examination videos were allowed to be sent in for grading. A lot of our children used this as a positive and have achieved well.

We offered up free lessons to a select group of year 5 pupil premium children on the violas.

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
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	

TEACH Poole

Trustees' Report

Achievements and Performance (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 again attained the Gold School Sport Award for 2022-23. This is recognition of our continuing commitment to maintaining high levels of participation in school sport and sporting opportunities for all our pupils, alongside a strong Young Leadership programme. We have also continued use of the School Games Mark Framework, as a self-review tool to develop our PE, School Sport, and Wellbeing offer, allowed reflection of pupil engagement. We were able to provide competitive opportunities for all our pupils. This was partly achieved through a programme of festivals developed within the Trust.

All pupils had the opportunity to take part in at least three intra-competitions this year and we maintained the Level 2 inter competitions for all pupils in year 3, 4, and 5. We competed locally in cricket, handball, girls' and boys' football, tri-golf, squash, dance, specialised SEND events, quad athletics, and multi-skills festivals. This year Haymoor hosted the Poole School's Tri-Golf Festival as well as jointly hosting the Poole school's Athletics Competition with Canford Heath Junior School.

Our year 5 and 6 handball team were placed third in the Poole Schools Festival, earning a place at the Dorset School Games Final. Our year 6 mixed football team won all their league matches and got through to the County Cup Final. The interest in football was high and consequently we had three year 6 boys' teams, as well as teams in year 4 & 5 and a strong girls' squad. All these teams had the opportunity to represent Haymoor in Inter school matches. We have maintained our commitment to the Bikeability scheme with 12 students taking up the offer this year and gaining their Level 2 award.

Our Leadership programme continues to develop and as a team this year the Sports Leaders devised some fun ways to interact with other year groups. They have continued to raise the profile of PE, by setting weekly activity challenges for all pupils to try at lunchtime. For the second year in a row, we have increased the number of Leaders – now standing at 30. 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, orienteering and cricket across year groups. Following the introduction of Handball as an after-school club, four of our handball team were successful at getting through the County Trials to represent Dorset. Three boys also successfully trialled for the PEDSSA U11 football team.

TEACH Poole

Trustees' Report

Achievements and Performance (continued)

Physically active lunchtimes have remained a focus this year and the installation of our play trail and purchase of extra equipment have certainly seen the pupils positively involved. Installation of our outdoor gym equipment has increased the opportunity for active break and lunchtimes.

The effects of lockdown and Covid restrictions on use of swimming pools are still evident in the lower number of swimmers being able to swim the minimum of 25m on their front and back – this year 72%. We have worked hard to provide catch-up sessions again this year and have increased our percentage of swimmers being able to swim 25m to 87%. Swimming remains a focus for our current Years 4, 5, and 6.

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.

Canford Heath Junior School

In 2022-23, Canford Heath Juniors again attained the 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. We attended 7 different specific SEND and disadvantaged groups events – our Panathlon team came 2nd overall in the Poole Schools event and 2nd place in Ten Pin Bowling (a new SEND event). All children in all year groups participated in at least three, level 1 (intra-school) festivals/competitions from School Games sports days, swimming, cricket, football, indoor athletics, quadkids, multi-skills, badminton & orienteering. Again, each School Games Sports Day included at least one Paralympic Sport, and, in the multi-sports round, each activity was fully inclusive.

For the first time ever, every child experienced participation 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 (our two teams came 1st and 3rd overall), Handball, Quadkids, Orienteering, badminton & Cricket. The year 5 and 6 Indoor Athletics team won the Poole Schools competition and went on to represent Poole in the County Finals (level 3 competition) where they came 4th overall; the Quadkids year 5 and 6 team came 3rd in both the Poole schools A team and B team competitions, with one girl and one boy coming 2nd place overall in their respective individual competitions; our year 6 Handball team came 2nd in the Poole Schools tournament and also went on to represent Poole at the Dorset School Games Finals (level 3) in July. Also in the summer, the two TEACH Junior School PE leads collaborated to reinstate and organise the Poole Schools Track & Field competition, which has not taken place since 2019 (previously known as Poole Town Sports.) 3 girls and 2 boys became Poole School champions with several silver and bronze placements too.

Thirty-six year 4, 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. We also participated in the national Active Lives Survey and were awarded Gold level Healthy Schools award, for the very first time. We maintained community club links in karate and tag rugby and forged successful new links with Phoenix Handball and Dodgeball with Team Theme.

TEACH Poole

Trustees' Report

Achievements and Performance (continued)

Active travel was highly successfully promoted through WOW tracking and Sustrans and a visit from an inspirational ex-world scooter champion. We have consistently been in the top three Active travel schools in the BCP area. The PE lead successfully applied for £8,000+ in CIL funding from BCP council to extend the bike/scooter storage. We also took eight targeted children to the Dorset School Games to participate in Active for 60.

In swimming, 83% met the National requirements and 85% of pupils were able to perform safe self-rescue in different water-based situations (up 12% and 14% respectively from 2021-22, a positive move towards our pre-Covid percentages).

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 a Poole SCITT professional tutor and undertakes quality assurance of the ECT program on behalf of the Appropriate Body. She was also recruited as the new Deputy Professional Co-Ordinator of Poole SCITT during this academic year.

There is a strong, personalised CPD programme established for all staff and a well-received well-being focus within each school. Trust development focuses and additional CPD has greatly improved knowledge and skills, especially in SEND; child-on-child harassment and foundation curriculum learning.

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. Three members of staff have achieved the National Professional Qualifications in Leading Teacher Development, and one member of staff has achieved the NPQ in subject leadership. A member of staff has completed the senior leader NPQ and one Headteacher has completed the NPQH: both are awaiting outcomes of assessment. A further three members of staff are currently undertaking NPQs.

An online counselling and support service remains available for all staff and their families to access. Staff surveys continue to be overwhelmingly positive.

Furthermore, the Trust has four Specialist Leaders in Education (SLEs) and one Local Leader in Education (LLE) amongst its staff, who are used to regularly share their expertise with other schools. The Deputy Head of Haymoor is qualified as an Ofsted inspector and her expertise is being shared with the wider leadership team across the Trust.

TEACH Poole

Trustees' Report

Achievements and Performance (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 and events was high, nearing pre-pandemic levels.

Parental feedback was extremely positive and encouraging again, this year. Our relatively new (much more user friendly) websites continue to be very well received and accessed by parents and other visitors.

Poole SCITT including School Direct

In line with the national picture, Poole SCITT ran with a smaller cohort of 14 core trainees and four Linwood School Direct trainees on our SEND specialism pathway. In addition to these students, we welcomed back two returning students who had taken a break in their learning the previous year. One of these trainees was unable to complete their studies, but the other trainee successfully completed at Christmas and is working within the special education sector. Of the 18 trainees that started in September 2022, one decided to return to their degree specialism, and another withdrew due to personal circumstances, although they became an HLTA within the Trust. The remaining 16 trainees successfully graduated with QTS and PGCE. All but one is teaching within our partnership of local schools.

Poole SCITT continued to be a presence in the locality, supporting teacher development beyond the Initial Teacher Training remit. In conjunction with the South Central Teaching School Hub, the SCITT was commissioned to coordinate the Appropriate Body services for around 500 Early Career Teachers and to continue to facilitate 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

Following four extensive external Health and Safety Audits (provided by Handsam) in January 2022, all four schools significantly improved their Health and Safety score, with several improvements in most areas. Scores rose from around 55% to 93%, which 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 (continued)

Outwards facing involvement in education

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

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

The CEO is also now 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 2023 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 2023, the Trust received total recurrent income (not including restricted fixed asset funds or restricted pension funds) of £8,426,630 (2022: £7,873,417) and incurred expenditure (not including fixed asset funds or pension reserves) of £8,111,476 (2022: £7,320,210). The in-year surplus for the year ended 31 August 2023 (not including restricted fixed asset funds or restricted pension funds) was £315,154 (2022: £553,207) and the net cash movement for the year was an increase of £234,224 (2022: an increase of £529,829).

TEACH Poole

Trustees' Report

Financial Review (continued)

The Trust recognises the impact that Teacher and Staff Pay Awards will have on its future financial position and will continue to monitor this situation closely 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 15th November 2022) 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 has the ability to adjust quickly to challenging financial circumstances. TEACH MAT holds reserves in order 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 £560,000. The Trustees review the reserve levels termly. Reserves are reported and reviewed regularly at Finance meetings. All reserves held by the TEACH Trust will be used to further the educational activities of the Trust.

TEACH Poole

Trustees' Report

Reserves Policy (continued)

At 31 August 2023, the balances in the Trust's revenue funds were:

- Unrestricted (free) reserves of £700,599 (2022: £608,016)
- A restricted fixed asset fund of £11,585,489 (2022: £11,857,020), which can only be realised through disposal of tangible fixed assets
- A pension deficit of £1,321,000 (2022: £2,220,000)
- Other restricted funds of £1,136,625 (2022: £954,552)
- Total funds of £12,101,713 (2022: £11,199,588)

Investment Policy

All monies within the Trust are currently held in bank current and short-term notice accounts with interest received at standard bank rates.

Other savings options providing better rates of interest are currently under investigation. Any savings options selected in the future will be of very low risk to the Trust and in accordance 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. TEACH reviewed and renewed its approach to management of risk following the latest national guidance in June 2021. The 20 areas of risk on the 2022-23 Risk Register are assessed and reviewed at each committee and main Trust Board meeting. Each risk is either tolerated, treated, transferred, or terminated.

TEACH Poole

Trustees' Report

Principal Risks and Uncertainties (continued)

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.

Risk Register information as at the end of August 2023		
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 8 low 1 high – SEND income 3 medium – budgetary control (expenditure on staffing); recruitment of SCITT trainees; cyber security.
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 3 low 2 medium – staff recruitment; employee compliance due to new HR and Payroll system introduced.
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

Fundraising has started to pick up, following the drop after the Covid pandemic, and the schools have, once again, been able to carry out their school and fundraising events, with good success. The PTAs and schools themselves have successfully raised funds through this range of events across the year and these funds have been used to support its own operations and also to make donations to local and national charities. The Academy Trust undertakes all such activities itself, with the help of its students and their families. We confirm that when fundraising:

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

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.

Usually fundraising for local and national charities is decided by the School Council.

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

- Development of a high-quality KS2 curriculum
- Good or better Ofsted outcomes
- Development and improvement of pupils' mental health

S02: Relentless focus on school improvement

- Good or better Ofsted outcomes for the three schools which are now due for inspection

S03: Outcomes for all pupils exceed national expectations

- SEND pupils achieve well
- Disadvantaged pupils achieve well
- Development and improvement of pupils' mental health
- Improve attendance

S04: Effective Governance and Leadership

- Trustees self-review
- Creation of new strategic plan for 2024-2027
- Ongoing development of statutory Headteachers in role for second year

TEACH Poole

Trustees' Report

Plans for Future Periods (continued)

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

- Work towards better sustainability and carbon neutrality
- Development, design, and implementation of two Speech Language and Communication resource bases at Canford Heath Infant School and Canford Heath Junior School

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

- Improve staff mental health and well-being
- Development of Early Career Teachers (ECTs)
- 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 13 December 2023 and signed on the board's behalf by:



Mrs E Hall
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 six times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mrs E Hall (Chair)	5	6
Mrs V Arbon (Vice Chair)	5	6
Mrs K Lasbury-Carter (CEO)	6	6
Mr P Squire	6	6
Mr S Frampton	5	6
Mrs S Moore	3	5
Mr D Pawling	5	6
Mr P Taylor	6	6
Mr D Chown	4	5
Mrs F Perry (appointed 19 th October 2022)	3	4
Mrs J Jeans (appointed 25 th May 2023)	1	1

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
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

The Trust Board have met six 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 in July 2023.

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

Self-evaluation

The Governance Handbook advises boards to evaluate themselves on a routine basis. Trustees on the Trust Board completed the NGA online self-evaluation of governance in September 2022 and this reflection covers;

- Board culture and practice
- Board structure
- Core functions
- Compliance
- Evaluation and impact

By reviewing our impact, our board will be more likely to:

- Deliver core functions in an effective, ethical, and accountable way
- Assure compliance
- Continuously improve
- Achieve improved outcomes for pupils

Actions Taken Following Governance Reviews

Following the NGA online self-evaluation and review of governance, Trustees agreed an action plan in February 2023.

The key outcomes are:

- Accountability – improve stakeholder engagement
- Recruitment of Trustees to ensure a full quota of Trustees on the Main Board to monitor pupil outcomes and financial management across the Trust
- Evaluation of Trustee contribution to ensure maximum impact of Trustees

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	6	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 2022-23, significant savings were achieved on IT infrastructure and hardware procurement.
- Using the Regional Schools Buying Hub and Department of Education's procurement frameworks to ensure smarter buying to meet areas of cost and compliance
- 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. All estates contracts are 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 2022 to 31 August 2023 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 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

The Academy Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. 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 appointed separate internal reviewers.

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 new HR and payroll systems
- Review of procurement procedures
- Review of bank and cash procedures
- Review of Estates condition

The internal reviewers report 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:

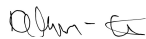
- the work of the internal reviewers
- the work of the external auditor
- the school resource management self-assessment tool
- the work of the managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework

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.

Approved by order of the members of the Board of Trustees on 13 December 2023 and signed on its behalf by:



Mrs E Hall
Chair of Trustees



Mrs K Lasbury-Carter
Accounting Officer

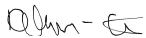
TEACH Poole

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 2022, including responsibilities for estates safety and management.

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

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



Mrs K Lasbury-Carter

Accounting Officer

13 December 2023

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

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

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

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

Approved by order of the members of the Board of Trustees on 13 December 2023 and signed on its behalf by:



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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

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 2022, and the Academies Accounts Direction 2022 to 2023.
- We obtained an understanding of how the Academy Trust is complying with these frameworks through discussions with management.

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. 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.

Michaela Johns

M Johns FCCA (Senior statutory auditor)

For and on behalf of Hopper Williams & Bell Limited

Statutory Auditor

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

14 Dec 2023

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

This report is made solely to 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 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

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

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 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Michaela Johns

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

14 Dec 2023

Date

TEACH Poole

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

	Note	Un- restricted funds £	Restricted General Funds £	Restricted Pension Funds £	Restricted Fixed Asset Funds £	2022/23 Total £	2021/22 Total £
Income and endowments from:							
Donations and capital grants	2	22,716	-	-	101,699	124,415	98,083
Other trading activities	4	218,468	167,880	-	-	386,348	338,352
Investments	5	8,089	-	-	-	8,089	536
Charitable activities:							
Funding for the academy trust's educational operations	3	-	8,009,477	-	-	8,009,477	7,518,917
Total		249,273	8,177,357	-	101,699	8,528,329	7,955,888
Expenditure on:							
Charitable activities:							
Academy trust educational operations	7	156,690	7,954,786	171,000	413,728	8,696,204	8,481,569
Net income / (expenditure)		92,583	222,571	(171,000)	(312,029)	(167,875)	(525,681)
Transfers between funds	16	-	(40,498)	-	40,498	-	-
Other recognised gains / (losses):							
Actuarial gains on defined benefit pension schemes	24	-	-	1,070,000	-	1,070,000	6,188,000
Net movement in funds		92,583	182,073	899,000	(271,531)	902,125	5,662,319
Reconciliation of funds							
Total funds brought forward		608,016	954,552	(2,220,000)	11,857,020	11,199,588	5,537,269
Total funds carried forward		700,599	1,136,625	(1,321,000)	11,585,489	12,101,713	11,199,588

The notes on pages 51 to 75 form part of these financial statements.

TEACH Poole

Balance Sheet as at 31 August 2023

Company Number 09484306

	Note	2023 £	2023 £	(Restated) 2022 £	(Restated) 2022 £
Fixed assets					
Tangible assets	12		11,483,790		11,857,020
Current assets					
Debtors	13	283,830		257,284	
Investments	14	255,027		250,292	
Cash at bank and in hand		<u>2,038,454</u>		<u>1,804,230</u>	
		2,577,311		2,311,806	
Liabilities					
Creditors: Amounts falling due within one year	15	<u>(638,388)</u>		<u>(749,238)</u>	
Net current assets			<u>1,938,923</u>		<u>1,562,568</u>
Total assets less current liabilities			13,422,713		13,419,588
Defined benefit pension scheme liability	24		(1,321,000)		(2,220,000)
Total net assets			<u>12,101,713</u>		<u>11,199,588</u>
Funds of the academy trust:					
Restricted funds					
Fixed asset fund	16	11,585,489		11,857,020	
Restricted income fund	16	1,136,625		954,552	
Pension reserve	16	<u>(1,321,000)</u>		<u>(2,220,000)</u>	
Total restricted funds			11,401,114		10,591,572
Unrestricted income funds	16		700,599		608,016
Total funds			<u>12,101,713</u>		<u>11,199,588</u>

The financial statements on pages 48 to 75 were approved by the Trustees and authorised for issue on 13 December 2023 and are signed on their behalf by:



MRS E HALL
Chair of Trustees

The notes on pages 51 to 75 form part of these financial statements.

TEACH Poole

Statement of Cash Flows for the year ended 31 August 2023

	Note	2023 £	(Restated) 2022 £
Cash flows from operating activities			
Net cash provided by (used in) operating activities	19	169,669	798,695
Cash flows from investing activities	20	64,555	(268,866)
Change in cash and cash equivalents in the reporting period		<u>234,224</u>	<u>529,829</u>
Cash and cash equivalents at 1 September 2022		1,804,230	1,274,401
Cash and cash equivalents at 31 August 2023	21	<u>2,038,454</u>	<u>1,804,230</u>

TEACH Poole

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

1 Accounting policies

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

Basis of Preparation

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

Going Concern

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

Income

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

- Donations

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

- Grants

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

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

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

TEACH Poole

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

Income (continued)

- Other Income

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

- Donated goods, facilities and services

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

- 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 2023

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 2023

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.

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

Pensions Benefits

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

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

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

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

Fund Accounting

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

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

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

TEACH Poole

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

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

The assumptions used are disclosed in note 24.

Critical areas of judgement

There are no other critical areas of judgement.

2 Donations and capital grants

	Unrestricted funds £	Restricted funds £	2022/23 Total £	2021/22 Total £
Capital grants	-	101,699	101,699	32,392
Donated fixed assets	-	-	-	50,079
Other donations	22,716	-	22,716	15,612
	<u>22,716</u>	<u>101,699</u>	<u>124,415</u>	<u>98,083</u>
<i>Total 2022</i>	<u>15,612</u>	<u>82,471</u>	<u>98,083</u>	

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

3 Funding for the Academy Trust's educational operations

	Unrestricted funds £	Restricted funds £	2022/23 Total £	2021/22 Total £
DfE / ESFA grants				
General Annual Grant (GAG)	-	6,219,866	6,219,866	6,106,982
Pupil Premium	-	420,215	420,215	402,183
UIFSM	-	222,541	222,541	214,270
Rates reclaim	-	30,339	30,339	29,338
PE and sports grant	-	76,550	76,550	76,500
Other DfE grants	-	393,787	393,787	176,888
	-	7,363,298	7,363,298	7,006,161
Other government grants				
Local authority grants	-	387,944	387,944	215,620
Other income from the Academy Trust's educational operations				
Other income	-	258,235	258,235	297,136
	-	8,009,477	8,009,477	7,518,917
<i>Total 2022</i>	-	7,518,917	7,518,917	

4 Other trading activities

	Unrestricted funds £	Restricted funds £	2022/23 Total £	2021/22 Total £
Hire of facilities	14,622	56,400	71,022	69,337
Trip income	-	72,540	72,540	63,990
Other trading income	203,846	38,940	242,786	205,025
	218,468	167,880	386,348	338,352
<i>Total 2022</i>	186,060	152,292	338,352	

TEACH Poole

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

5 Investment income

	Unrestricted funds £	Restricted funds £	2022/23 Total £	2021/22 Total £
Short term deposits	8,089	-	8,089	536
<i>Total 2022</i>	<i>536</i>	<i>-</i>	<i>536</i>	

6 Expenditure

	Staff costs £	Non Pay Expenditure		Total 2022/23 £	Total 2021/22 £
		Premises £	Other £		
Academy's educational operations:					
Direct costs	5,629,342	-	506,547	6,135,889	5,522,074
Allocated support costs	1,078,136	412,766	1,069,413	2,560,315	2,959,495
	<u>6,707,478</u>	<u>412,766</u>	<u>1,575,960</u>	<u>8,696,204</u>	<u>8,481,569</u>
<i>Total 2022</i>	<i>6,606,696</i>	<i>395,310</i>	<i>1,479,563</i>	<i>8,481,569</i>	

Net income/(expenditure) for the period includes:

	2022/23 £	2021/22 £
Operating lease rentals	11,865	27,131
Depreciation	398,291	352,781
(Gain)/loss on disposal of fixed assets	15,437	(2,422)
Fees payable to auditor for:		
Audit	11,865	10,825
Other services	<u>5,165</u>	<u>7,919</u>

Included within expenditure are the following transactions:

	Total £	Individual items above £5,000	
		Amount £	Reason
Gifts made by the Academy Trust	239	-	-

TEACH Poole

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

7 Charitable activities

	2022/23	2021/22
	Total	Total
	£	£
Direct costs – educational operations	6,135,889	5,522,074
Support costs – educational operations	2,560,315	2,959,495
	<u>8,696,204</u>	<u>8,481,569</u>

Analysis of support costs:

	Educational operations	2022/23	2021/22
		Total	Total
	£	£	£
Support staff costs	1,078,136	1,078,136	1,562,683
Depreciation	398,291	398,291	352,781
Premises costs	412,766	412,766	395,310
Other support costs	608,081	608,081	590,302
Governance costs	63,041	63,041	58,419
Total support costs	<u>2,560,315</u>	<u>2,560,315</u>	<u>2,959,495</u>
<i>Total 2022</i>		<u>2,959,495</u>	<u>2,959,495</u>

TEACH Poole

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

8 Staff

a) Staff costs

Staff costs during the period were:

	2022/23	2021/22
	£	£
Wages and salaries	5,009,374	4,459,114
Social security costs	437,019	399,936
Pension costs	1,218,211	1,688,085
	<u>6,664,604</u>	<u>6,547,135</u>
Agency staff costs	20,236	42,541
Other staff costs	22,638	17,020
	<u>6,707,478</u>	<u>6,606,696</u>

b) Staff numbers

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

	2022/23	2021/22
	No.	No.
Teachers	70	69
Administration and support	141	131
Management	14	13
	<u>225</u>	<u>213</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:

	2022/23	2021/22
	No.	No.
£60,001 - £70,000	2	1
£100,001 - £110,000	1	-
£120,001 - £130,000	-	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 £735,391 (2022: £642,628).

TEACH Poole

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

9 Related Party Transactions – Trustees’ remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from employment with the Academy Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment.

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

		2022/23	2021/22
		£000	£000
Mrs K Lasbury-Carter	Remuneration	100-105	120-125
(CEO)	Employer’s pension contributions paid	20-25	25-30

During the period ended 31 August 2023, travel and subsistence expenses totalling £41 were reimbursed or paid directly to one Trustee (2022: none).

10 Trustees’ and officers’ insurance

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

TEACH Poole

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

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:

	2022/23	2021/22
	£	£
Ad Astra Infant School	196,824	189,753
Canford Heath Infant School	273,359	256,524
Canford Heath Junior School	360,829	349,319
Haymoor Junior School	262,425	237,274
	<u>1,093,437</u>	<u>1,032,870</u>

TEACH Poole

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

12 Tangible fixed assets

	Freehold Land and Buildings £	Furniture and Equipment £	Computer Equipment £	Total £
Cost				
At 1 September 2022	13,387,006	363,267	342,975	14,093,248
Acquisitions	7,427	16,877	16,194	40,498
Disposals	(15,567)	-	(16,139)	(31,706)
At 31 August 2023	<u>13,378,866</u>	<u>380,144</u>	<u>343,030</u>	<u>14,102,040</u>
Depreciation				
At 1 September 2022	1,876,433	216,945	142,850	2,236,228
Charged in year	277,804	57,030	63,457	398,291
Disposals	(130)	-	(16,139)	(16,269)
At 31 August 2023	<u>2,154,107</u>	<u>273,975</u>	<u>190,168</u>	<u>2,618,250</u>
Net book values				
At 31 August 2022	11,510,573	146,322	200,125	11,857,020
At 31 August 2023	<u>11,224,759</u>	<u>106,169</u>	<u>152,862</u>	<u>11,483,790</u>

13 Debtors

	2022/23 £	2021/22 £
Trade debtors	7,857	17,798
VAT recoverable	23,549	52,817
Other debtors	-	403
Prepayments and accrued income	252,424	186,266
	<u>283,830</u>	<u>257,284</u>

14 Current asset investments

	2022/23 £	(Restated) 2021/22 £
Bank deposits	<u>255,027</u>	<u>250,292</u>

In the prior year, a bank deposit account with a 95-day maturity was incorrectly classified as cash at bank and in hand. The comparative figures have been adjusted to present this balance as a current asset investment. There is no effect on the result for the prior year or on total funds as at 31 August 2022.

TEACH Poole

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

15 Creditors: amounts falling due within one year

	2022/23	2021/22
	£	£
Trade creditors	67,544	168,922
Other taxation and social security	97,542	85,930
Other creditors falling due within one year	133,968	118,890
Accruals and deferred income	339,334	375,496
	<u>638,388</u>	<u>749,238</u>

	2022/23	2021/22
	£	£
Deferred income at 1 September 2022	162,777	163,470
Released from previous years	(162,777)	(163,470)
Resources deferred in the year	180,656	162,777
Deferred income at 31 August 2023	<u>180,656</u>	<u>162,777</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 2023

16 Funds

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2023 £
Restricted general funds						
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
Other DfE grants	-	393,787	(393,787)	-	-	-
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)
Restricted fixed asset funds						
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
Total restricted funds	10,591,572	8,279,056	(8,539,514)	-	1,070,000	11,401,114
Total unrestricted funds	608,016	249,273	(156,690)	-	-	700,599
Total funds	11,199,588	8,528,329	(8,696,204)	-	1,070,000	12,101,713

TEACH Poole

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

16 Funds (continued)

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

General annual grant

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

Other DfE/ESFA grants

This is funding received from the ESFA for specific purposes.

Local authority grants

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

SCITT

This is ring-fenced funding and other income relating to initial teacher training.

Other educational activities

This includes all other educational income/expenditure.

Pension reserve

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

Fixed asset fund

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

DfE/ESFA capital grants

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

Transfers between funds

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

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

TEACH Poole

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

16 Funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2023 were allocated as follows:

	2022/23	2021/22
	£	£
Ad Astra Infant School	24,558	3,385
Canford Heath Infant School	368,664	331,332
Canford Heath Junior School	924,655	820,535
Haymoor Junior School	161,899	119,339
SCITT	221,898	234,967
Central services	135,550	53,010
Total before fixed assets and pension reserve	<u>1,837,224</u>	<u>1,562,568</u>
Restricted fixed asset fund	11,585,489	11,857,020
Pension reserve	(1,321,000)	(2,220,000)
Total	<u>12,101,713</u>	<u>11,199,588</u>

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) £	2022/23 Total £	2021/22 Total £
Ad Astra Infant School	1,024,961	190,544	65,974	229,305	1,510,784	1,507,801
Canford Heath Infant School	1,419,706	280,839	81,689	301,718	2,083,952	2,000,705
Canford Heath Junior School	1,752,572	263,438	137,030	289,588	2,442,628	2,431,779
Haymoor Junior School	1,410,534	240,368	105,033	221,515	1,977,450	1,918,606
SCITT	21,569	102,947	116,821	41,762	283,099	269,897
	<u>5,629,342</u>	<u>1,078,136</u>	<u>506,547</u>	<u>1,083,888</u>	<u>8,297,913</u>	<u>8,128,788</u>

TEACH Poole

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

16 Funds (continued)

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

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance at 31 August 2022 £
Restricted general funds						
General Annual Grant (GAG)	477,321	6,106,982	(5,604,206)	(260,512)	-	719,585
Pupil premium	-	402,183	(402,183)	-	-	-
UIFSM	-	214,270	(214,270)	-	-	-
Rates reclaim	-	29,338	(29,338)	-	-	-
PE and sports grant	36,577	76,500	(113,077)	-	-	-
Other DfE grants	-	176,888	(176,888)	-	-	-
Local authority grants	-	215,620	(215,620)	-	-	-
SCITT	208,764	297,136	(270,933)	-	-	234,967
Other educational activities	-	152,292	(152,292)	-	-	-
	<u>722,662</u>	<u>7,671,209</u>	<u>(7,178,807)</u>	<u>(260,512)</u>	<u>-</u>	<u>954,552</u>
Pension reserve	(7,597,000)	-	(811,000)	-	6,188,000	(2,220,000)
	<u>(6,874,338)</u>	<u>7,671,209</u>	<u>(7,989,807)</u>	<u>(260,512)</u>	<u>6,188,000</u>	<u>(1,265,448)</u>
Restricted fixed asset funds						
Fixed asset fund	11,855,762	-	(350,359)	351,617	-	11,857,020
ESFA capital grants (DFC)	8,634	32,392	-	(41,026)	-	-
Donated fixed assets	-	50,079	-	(50,079)	-	-
	<u>11,864,396</u>	<u>82,471</u>	<u>(350,359)</u>	<u>260,512</u>	<u>-</u>	<u>11,857,020</u>
Total restricted funds	<u>4,990,058</u>	<u>7,753,680</u>	<u>(8,340,166)</u>	<u>-</u>	<u>6,188,000</u>	<u>10,591,572</u>
Total unrestricted funds	<u>547,211</u>	<u>202,208</u>	<u>(141,403)</u>	<u>-</u>	<u>-</u>	<u>608,016</u>
Total funds	<u>5,537,269</u>	<u>7,955,888</u>	<u>(8,481,569)</u>	<u>-</u>	<u>6,188,000</u>	<u>11,199,588</u>

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

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	-	-	-	11,483,790	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)
Total net assets	<u>700,599</u>	<u>1,136,625</u>	<u>(1,321,000)</u>	<u>11,585,489</u>	<u>12,101,713</u>

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	-	-	-	11,857,020	11,857,020
Current assets	608,016	1,703,790	-	-	2,311,806
Current liabilities	-	(749,238)	-	-	(749,238)
Pension scheme liability	-	-	(2,220,000)	-	(2,220,000)
Total net assets	<u>608,016</u>	<u>954,552</u>	<u>(2,220,000)</u>	<u>11,857,020</u>	<u>11,199,588</u>

18 Long-term commitments, including operating leases

Operating leases

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

	2022/23	2021/22
	£	£
Amounts due within one year	<u>-</u>	<u>1,097</u>

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

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

	2022/23	2021/22
	£	£
Net expenditure for the reporting period	(167,875)	(525,681)
Adjusted for:		
Depreciation	398,291	352,781
(Gain)/loss on disposal of fixed assets	15,437	(2,422)
Capital grants from DfE and other capital income	(101,699)	(82,471)
Interest receivable	(8,089)	(536)
Defined benefit pension scheme cost less contributions payable	83,000	685,000
Defined benefit pension scheme finance cost	88,000	126,000
Increase in debtors	(26,546)	(32,013)
(Decrease) / increase in creditors	(110,850)	278,037
Net cash provided by Operating Activities	<u>169,669</u>	<u>798,695</u>

20 Cash flows from investing activities

	2022/23	2021/22
	£	£
Dividends, interest and rents from investments	8,089	536
Increase in current asset investments	(4,735)	(256)
Proceeds from sale of tangible fixed assets	-	2,422
Purchase of tangible fixed assets	(40,498)	(303,960)
Capital grants from DfE Group	32,471	32,392
Capital funding received from sponsors and others	69,228	-
Net cash provided by / (used in) investing activities	<u>64,555</u>	<u>(268,866)</u>

21 Analysis of cash and cash equivalents

	2022/23	2021/22
	£	£
Cash at bank and in hand	<u>2,038,454</u>	<u>1,804,230</u>

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

22 Analysis of changes in net debt

	At 1 September 2022 (restated)	Cash flows	Acquisition/ disposal of subsidiaries	New finance leases	Other non-cash changes	At 31 August 2023
	£	£	£	£	£	£
Cash	1,804,230	234,224	-	-	-	2,038,454
Total	<u>1,804,230</u>	<u>234,224</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,038,454</u>

23 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.

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

24 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 2016 and of the LGPS 31 March 2022.

Contributions amounting to £126,634 were payable to the schemes at 31 August 2023 (2022: £114,202) and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every four years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors.

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

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

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

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

24 Pension and similar obligations (continued)

The employer's pension costs paid to TPS in the period amounted to £682,701 (2022: £630,490).

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

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

Local Government Pension Scheme

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

	2023	2022
	£	£
Employer's contributions	450,000	364,000
Employees' contributions	115,000	98,000
	<u>565,000</u>	<u>462,000</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

	2023	2022
Rate of increase in salaries	3.9%	4.0%
Rate of increase for pensions in payment/inflation	2.9%	3.0%
Discount rate for scheme liabilities	5.3%	4.3%
Inflation assumption (CPI)	<u>2.9%</u>	<u>3.0%</u>

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

	2023	2022
<i>Retiring today</i>		
Males	21.8	22.1
Females	<u>23.9</u>	<u>24.2</u>
<i>Retiring in 20 years</i>		
Males	23.1	23.4
Females	<u>25.3</u>	<u>25.6</u>

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

24 Pension and similar obligations (continued)

Sensitivity analysis

	Increase/(reduction) in defined benefit obligation	
	2023	2022
	£	£
Discount rate +0.1%	(138,000)	(179,000)
Discount rate -0.1%	141,000	183,000
Mortality assumption – 1 year increase	176,000	217,000
Mortality assumption – 1 year decrease	(171,000)	(211,000)
CPI rate +0.1%	139,000	174,000
CPI rate -0.1%	(135,000)	(170,000)

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

	2023	2022
	£	£
Equities	3,466,000	2,740,000
Gilts	-	558,000
Corporate bonds	391,000	254,000
Property	503,000	507,000
Cash and other liquid assets	56,000	101,000
Investment funds	391,000	355,000
Other	784,000	559,000
Total market value of assets	<u>5,591,000</u>	<u>5,074,000</u>

The actual return on scheme assets was a gain of £10,000 (2022: a loss of £216,000).

Amount recognised in the Statement of Financial Activities

	2022/23	2021/22
	£	£
Current service cost	533,000	1,049,000
Interest income	(223,000)	(81,000)
Interest cost	311,000	207,000
Total amount recognised in the SOFA	<u>621,000</u>	<u>1,175,000</u>

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

24 Pension and similar obligations (continued)

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

	2022/23	2021/22
	£	£
At 1 September	7,294,000	12,536,000
Current service cost	533,000	1,049,000
Interest cost	311,000	207,000
Employee contributions	115,000	98,000
Actuarial gain	(1,283,000)	(6,485,000)
Benefits paid	(58,000)	(111,000)
At 31 August	<u>6,912,000</u>	<u>7,294,000</u>

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

	2022/23	2021/22
	£	£
At 1 September	5,074,000	4,939,000
Interest income	223,000	81,000
Actuarial loss	(213,000)	(297,000)
Employer contributions	450,000	364,000
Employee contributions	115,000	98,000
Benefits paid	(58,000)	(111,000)
At 31 August	<u>5,591,000</u>	<u>5,074,000</u>

25 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.