

Company registration number 09362801 (England and Wales)

**ESHER CHURCH SCHOOL**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND ACCOUNTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

# ESHER CHURCH SCHOOL

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# ESHER CHURCH SCHOOL

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Members

The Guildford Diocese Educational Trust  
A de la Touche  
The Incumbent of Esher, Christ Church  
B Holmes (Resigned 31 August 2023)  
G Harper  
R Lonnon  
J Perkins

### Governors

B Foley (Headteacher and Accounting Officer)  
G Harper (Chair)  
B Holmes (Chair) (Resigned 31 August 2023)  
Rev D McCallig  
C Warner (Resigned 31 December 2022)  
G Matthews  
S Argent  
R Lonnon  
G Valter (Staff governor)  
A Munro (Staff governor)  
O Seeley  
M Tyrell  
E Dowler  
M Phillips (Appointed 24 November 2022)  
K Chapman (Appointed 29 March 2023)  
C Hamilton (Appointed 1 September 2023)  
M Kennett (Appointed 5 September 2023)

### Senior management team

B Foley	- Headteacher and Accounting Officer
O May	- Deputy Headteacher
E Turner	- School Business Manager (until October 23)
P Bal	- Leader of SEND

### Company registration number

09362801 (England and Wales)

### Registered office

Esher Church School  
Milbourne Lane  
Esher  
Surrey  
KT10 9DU  
United Kingdom

### Independent auditor

Azets Audit Services  
Ashcombe Court  
Woolsack Way  
Godalming  
Surrey  
GU7 1LQ  
United Kingdom

**ESHER CHURCH SCHOOL**

**REFERENCE AND ADMINISTRATIVE DETAILS**

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**Solicitors**

Surrey Legal Services  
County Hall  
Penrhyn Road  
Kingston Upon Thames  
Surrey  
KT1 2DN  
United Kingdom

# ESHER CHURCH SCHOOL

## GOVERNORS' REPORT

### *FOR THE YEAR ENDED 31 AUGUST 2023*

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The governors present their annual report together with the accounts and independent auditor's report of the charitable company for the period 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The Trust operates an academy for pupils aged 4 to 11 and is a Church of England school serving the local community and the four local parishes of Christ Church Esher, Holy Trinity Claygate, All Saints Weston and St Christopher's Hinchley Wood. It has a pupil capacity of 420 and had a roll of 338 in the school census on 5 October 2023.

#### **Structure, governance and management**

##### Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The governors are the trustees of Esher Church School and are also the directors of the charitable company for the purposes of company law. Details of the governors who served during the year are included in the Reference and Administrative Details on page 1.

Esher Church School was incorporated on 19 December 2014 and obtained Academy status from 1 February 2015.

##### 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.

##### Method of recruitment and appointment or election of governors

The members of the Academy Trust shall comprise the signatories to the Memorandum, the Chairman of the Governors, the vice-chairman of the Governors and any person appointed under Article 16.

The number of Governors shall be not less than 3 and not more than 16. The Academy Trust shall have the following Governors; no fewer than 7 and no more than 9 Governors appointed under Article 50, 2 Parent Governors appointed under Articles 53 to 58, 2 Staff Governors, appointed under Article 50A, and the Principal. The Academy may also have up to 2 Co-opted Governors, a person who is appointed to be a Governor by being co-opted by Governors who have not themselves been so appointed. The Governors may not co-opt an employee of the Academy Trust as a Co-opted Governor if the number of Governors who are employed by the Academy Trust would thereby exceed one third of the total number of Governors (including the Principal). The Academy Trust currently has two Co Vice-Chairmen.

The Members/Trustees are mindful of DfE's model Articles of Association published on 30th June 2021 particularly in relation to the appointment of Staff Governors and the separation of powers between members and governors.

Each of the persons entitled to appoint members above shall have the right, from time to time by written notice delivered to the Office, to remove any Member appointed by them and to appoint a replacement member to fill a vacancy whether resulting from such removal or otherwise.

The term of office for any Governor shall be 4 periods, save that: this time limit shall not apply to the Principal or to the Incumbent; and a Staff Governor shall only hold office for so long as he continues to be employed by the Academy Trust. Subject to remaining eligible to be a particular type of Governor, any Governor may be re-appointed or re-elected.

##### Policies and procedures adopted for the induction and training of governors

During the period under review the Governors held 4 full governor body meetings. Induction for new Governors takes place per the school's documented induction process for new governors and is tailored to their individual experience and roles as appropriate.

# ESHER CHURCH SCHOOL

## GOVERNORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Organisational structure

The structure of the school consists of three levels: the Governors, Leadership Team and Middle Leaders, who include subject leaders. The aim of the management structure is to devolve responsibility, maintain clear roles and processes and enable effective monitoring.

The Governors are responsible for setting and monitoring the strategic aims of the school and help to formulate and review the School Development Plan. The Governors agree the annual budget and monitor its implementation, are responsible for the recruitment and selection of senior staff and in addition look after the premises. The Governors also agree, maintain and communicate the framework of policies under which the school operates.

The Leadership Team encompasses the Headteacher (Accounting Officer), Deputy Headteacher, School Business Manager (Chief Financial Officer) and leader of SEND. These leaders manage the day to day running of the school and implement the policies laid down by the Governors and report back to them. As a group, the Core Leadership Team are responsible for the authorisation of spending within agreed budgets and the appointment of staff, although the appointment of senior staff will involve Governors.

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

Pay and Remuneration of our Senior Leadership Team is settled in accordance with our Pay and Appraisal policies and is part of an annual performance management cycle. Both the Teachers' Standards and The National Standards of Excellence for Headteachers inform the process. Annual appraisal objectives are set in accordance with our school priorities, outlined in our School Improvement Plan, together with continuous professional development considerations. The process is managed by a sub-group of the Governing Board and pay decisions are recommended to the school's Pay Committee for approval.

#### Related parties and other connected charities and organisations

Esher Church School is also part of the Esher, Cobham and Molesey Cluster Group, a working group of local schools which shares training and expertise. The group comprises primary schools from these areas and Esher High School.

#### **Objectives and activities**

##### Objects and aims

Esher Church School is a mixed 4 to 11 primary school. We are proud of our distinctly Christian environment in which each child is motivated to acquire skills for life and to develop a sense of responsibility for oneself and others. Whilst we are a Church of England school, we welcome applications from children of other denominations, other faiths and those of no faith.

We are committed to working together with our children, parents, carers, local churches and other partners to improve the quality of learning and teaching and the breadth and depth of the curriculum we offer. The school's approach to teaching and learning is underpinned by our school's aims and values. Through effective teaching, the school achieves its aims of:

- Building a safe, happy, loving community
- Delivering an enriched curriculum that enables children to master academic skills and be ready to develop their creative, investigative and critical powers
- Providing opportunities to reflect on injustice and consider ways we can be agents of change, encouraging children to embrace challenge without fear, whilst promoting resilience.
- Caring for the well-being of staff, pupils and all members of our community.

#### Objectives, strategies and activities

The main objective of the school is always to aim for the very best for the children and to offer them a stimulating and supportive learning environment where their talents and gifts are nurtured and developed within a strong Christian ethos.

# ESHER CHURCH SCHOOL

## GOVERNORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Public benefit

The Governors confirm that they have complied with their duty to have due regard to the guidance on public benefit issued by the Charity Commission in exercising their powers and duties.

The Governing Board is responsible for determining the admission arrangements of the school and have agreed a Published Admission Number of 60 pupils per year group with the Local Authority. If the number of applications for admission into a year group exceeds 60, the Governors will apply the criteria, in the order set out in their Admissions Policy, which can be found together with the ecclesiastical parish boundary maps on the school's website.

## **Strategic report**

### **Achievements and performance**

#### Educational Achievement

#### **Maths**

Embedding a rigorous maths mastery curriculum, supporting children of all starting points, ensuring all teaching staff receive high quality continued professional development (CPD). Maths leaders have led regular CPD on White Rose, notably on the planning of each unit and individual lessons using the structure White Rose provides.

#### **English**

To support the development of reading and writing across the school, and in line with our new school library and the love of reading across the school, we have researched approaches that will impact on the quality of English education. Following due diligence through researching a number of different English platforms, we have adopted the Literacy Tree, a 'complete, thematic approach to the teaching of primary English that places children's literature at its core. Literacy Tree will not only support and develop our teachers' subject knowledge but ensure that we get the consistent progression of children's knowledge and skills across each year group.

#### **Curriculum**

The Deputy Headteacher has continued his work on the quality of teaching and learning at the school and curriculum development. With the assistance of Phase and Subject Leaders he has been developing a new curriculum for the school based upon the latest evidence for improving outcomes in education. While launch of the new curriculum was scheduled for the 2023-24 academic year, and this has been delayed to extend development time ensuring the highest quality while also ensuring the wellbeing of staff undertaking this immense piece of work. Our new ECS curriculum will be underpinned by the four key concepts (Power, Place, Community and Change) that were selected carefully to make sure our curriculum has our vision at the heart, in particular the element about 'making a difference'. We have mapped out how the children's understanding of these concepts will develop from their starting points in Reception to when they leave us at the end of Year 6.

The underpinning of the curriculum with these key concepts means our curriculum is truly bespoke and supports our decision to write our own for the best of our children. Each of the units of study being carefully selected and mapped by subject leaders will link to these four concepts as well as spirituality, which will flow through the entire curriculum.

We have selected to trial 12 out of 36 new Geography and History units in the 2023 – 2024 academic year and have carefully selected which elements of our current curriculum they are replacing by using the 2024-2025 curriculum plan. Consideration has been given to where areas of study have been moved either to support chronology or reflect the increasing maturity of the children to be able to study more emotionally challenging content. This includes areas of study, such as World War II and also other areas of history, such as pre-history.

# ESHER CHURCH SCHOOL

## GOVERNORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### School Improvement

New School Improvement Advisor (Emma Smith) from Achieving For Children (AfC) has been appointed. Work already conducted includes:

- SEND review and SEND support.
- Maths review.
- Coaching of Senior Leaders (Phase Leaders).

The SIP has already seen a marked improvement in practice across the school (quality first teaching, interventions, leadership, etc.) and has shared these developments with Trustees. Alongside Diocese training, the school is now using AfC's range of CPD opportunities for Senior Leaders and teachers/learning support assistants and trustees.

#### Christian Distinctiveness

In line with the new Statutory Inspection of Anglican and Methodist Schools (SIAMS) inspection framework 2023 and the new Religious Education curriculum (released June 2023), the school is already in the process of reviewing the school's vision statement. It was important that the new RE curriculum was released and staff members had attended training prior to any further work on the new vision. The Headteacher, Chair of CD and the Rector of Esher Parish met during the Summer term to start to unpick the current vision and our school values, and how they can be adapted to fully reflect our Christian Distinctiveness.

Early in the Autumn term 2023, a targeted group of key stakeholders (other governors, staff, parents/carers and children), will ensure the school encapsulates all viewpoints and can create a Christian vision that is inspirational and inclusive, grounded in a clear theology firmly rooted in Christian narrative. The vision will drive and shape all school policies, actions and development plans and ensure partnerships remain supported, sustained and informed by the Christian vision and values.

We have formed strong collaboration with local church schools (Long Ditton St. Mary's Junior School, St. Paul's CofE Primary, Chessington) to share strong, effective Christian Distinctiveness practice across the schools.

SIAMS Continued Professional development has been attended by the Headteacher and both RE leaders. The Chair of CD Committee is due to attend SIAMS training in the Autumn term 2023.

The school continues to have strong links with Christ Church Esher, as well as Holy Trinity Claygate, where they deliver assemblies, support child-led worship, support in curriculum session and Christ Church Esher host school services across the year.

#### Governance

The Trustees believe that the current committee structure adequately monitors all statutory aspects of governance and challenges the Senior Leadership Team (SLT) to set and meet ambitious objectives set out in the School Development Plan. We will continue to use Self-evaluation Audit tools to evaluate the effectiveness of governance.

#### **Challenges**

#### Governance

The end of Mrs Ben Holmes' term as Trustee and Chair of Trustees has left a large hole to be filled in the Governance structure of ECS. Mr Gerard Harper, as Vice Chair, will act as Chair until a new chair has been appointed. No current Trustees are willing to take the role as Chair. This means that an external Chair must be sought and appointed as a Member-appointed Trustee.

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Trustees continue to monitor Department for Education policy on Multi Academy Trust (MAT) membership. While timelines on proposed mandatory conversion to MATs have been delayed, Trustees have evaluated the ways in which MAT membership can bring progress to the school and enrich the curriculum. Trustees, in partnership with the SLT continue to monitor opportunities for MAT membership focusing on those that will maintain the unique character of ECS, align with the school vision and values and maintain its relationship with the community. A strategy document on moving forward with MAT membership will be developed during the current academic year.

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# ESHER CHURCH SCHOOL

## GOVERNORS' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### RAAC update

RAAC visual inspection took place in July 2023. Following this there is required 'opening up' work to be completed on the main school hall and the surrounding classrooms. Quotes will be obtained and the work undertaken this term to satisfy the assessment team.

### Key performance indicators

The school uses the judgement areas set out in Ofsted's Common Inspection Framework to evaluate its performance:

- Quality of Education
- Personal development
- Behaviour and attitudes
- Leadership and Management

Pupil numbers in the October 2022 census were at an historic low which has negatively impacted several of the metrics. Numbers on roll are now 10% higher and this trend is predicted to keep improving, which will bring KPIs back in line with benchmark in future years.

### Going concern

The current academic year, 2023-2024, will be a challenging financial year for the Trust due to the combined impact of teachers' pay rises and low numbers on roll. The Trust is forecasting a deficit this year but due to the strong carried forward reserves of £163k the deficit will be covered by reserves whilst maintaining a level of free reserves at the year-end to meet The Trust's reserves policy. In years 2 and 3 of the 3 year plan, lower expected Government pay increases and increased numbers on roll will enable the Trust to return to break even. As such, the Board of Governors has a reasonable expectation that the academy trust has the resources to continue in operational existence for the foreseeable future. For this reason, the Board of Governors continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

# ESHER CHURCH SCHOOL

## GOVERNORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Financial review

Most of the Trust's income is obtained through the Education Skills and Funding Agency in the form of grants restricted for particular purposes. The Trust continues to make efforts to increase income through lettings, fundraising, donations and the ECSA (Esher Church School Association). The Trust continues to face financial challenges resulting from the combination of low numbers on roll (reflecting the low birth rate prevailing in Surrey) and the senior nature of ECS's teaching staff. The impact of rising energy costs, inflation in cost of services, use of supply staff to cover long-term staff sickness, and teachers pay increases majority unfunded by Government grant have resulted in the need to use reserves and depletion of unrestricted funds (reserves) which were ringfenced for estates management and investment. This resulted in a net expenditure of £161k in the year to 31 August 2023 and unrestricted funds of £163k carried forward.

While the Trust has made strong progress in increasing numbers on roll, both in incoming Reception and other year groups, it will continue to face significant financial pressure. An in-year deficit is projected for the year to 31 August 2024 resulting in further depletion of unrestricted funds. This results from continued inflation of costs for energy and services as well as a pay rise of 6.5% mandated by Government that is only partially funded by Government grant. The funding received for 2023/24 is based on the number of children on roll in the census taken on 5 October 2022 which was 336 children. The budget submitted to Education Skills Funding Agency (ESFA) assumed a significant deficit during the 2023/24 year. Post-budget adjustment and additional efforts to make cost savings has substantially reduced the projected deficit; however, the Trust projects further depletion of reserves in the 2023/24 year. Recruitment of new staff will target Early Career Teacher or lower on the main pay scale teachers where possible to decrease employment costs. The Trust has taken out an insurance policy to cover staff absence in order to minimise unforeseen costs associated with supply staff. An application will also be made to the ESFA for funds under the "additional support for schools in financial difficulty" scheme (total £40m) once this facility is activated.

#### Additional funding gained:

- Events and activities hosted by the ECSA (Parents) raised a total of £34,998
- Following a comprehensive bid written by Emma Turner (former SBM), the school has been granted £60,920 from Community Infrastructure Levy (CIL) funding towards the development of a permanent library structure in the mirror garden area (inner quadrangle area between the office and the hall).
- The WPA Foundation supported our application to purchase some more sports equipment at Esher Church School to the cost of £1,600.
- The RC Sherriff Trust awarded us a £1,000 towards musical instruments to support the music curriculum.

#### Reserves policy

The Governors review the reserve levels of the Academy annually. The review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors agreed a range within which reserves should be maintained would be most appropriate as this gives flexibility to spend/save cash as the economic and school environment change. The Governors considered 2% to 5% of annual revenue (£39k - £97k), 3 to 6 weeks of staff costs (£97k - £194k) and 3 weeks' expenditure (£119k). This gives an acceptable range of £39k - £194k. The reason for this is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies such as urgent maintenance.

Due to a number of financial constraints (e.g. only part-funded teacher pay rises, long term sickness and energy costs), the Trust's reserves are forecast to just meet the bottom of this range. The Trust are undergoing considerable reviews of staffing structures and bought in services to ensure that cost saving is maximised. The Trust will also explore the ESFA's additional support for schools in 2023 when details are released. This will try to ensure that the trust returns to financial stability, within a realistic period.

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The academy's current level of free reserves of £163k (2022: £244k) (total funds less the amount held in fixed assets and restricted funds), the Governors are expecting to utilise some of the reserves in the coming year, as funding reduces and we see an increase in the number of children requiring SEND support and investing into refurbishing the school.

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# ESHER CHURCH SCHOOL

## GOVERNORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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The Academy held fund balances at 31 August 2023 of £64k (2022: £24k) comprising £(99)k (2022: £(220)k) of restricted funds and £163k (2022: £244k) of unrestricted general funds. Of the restricted funds, £54k (2022: £97k) is represented by tangible fixed assets.

The Pension reserve which is considered part of restricted funds was £153k (2022: £317k) in deficit.

#### Investment policy

Under the Memorandum and Articles of Association, the Academy has the power to invest funds not immediately required for its own purposes, in any way the Directors see fit. The organisation has a positive cash balance to cover eventualities and unforeseen expenses. The banking facilities are reviewed on a regular basis.

#### Principal risks and uncertainties

The principal risks and uncertainties that Esher Church School faces are mitigated by the risk management process that the academy trust has in place.

The main financial risks which Esher Church School is exposed to, taking account of the mitigations in place, relate to the risk of an income shortfall due to the likelihood of further government spending reductions affecting our general grant, increase in staff pay and reduced numbers on roll.

The Governors consider the main risks and uncertainties facing the Academy to be:

- The impact on funding arising from a change in pupil numbers on roll.
- The impact of increasing numbers of pupils with SEND
- The impact of increased pupil welfare needs on funding and resources
- The impact of increasing numbers of people with PPG and EAL
- Risk that the In year Budget will be in deficit and reserves will be needed for the normal running of the school rather than for specific projects. Monitoring of the Finances of the school have been assigned to The Finance Committee.

The Governors review the merits of joining a MAT periodically in order to ensure that the best interests of Esher Church School and its pupils are served. The Governors are actively exploring opportunities to join a MAT in the long term.

The Academy has an effective system of internal financial controls and this is explained in more detail in the Governance Statement on page 10.

#### **Fundraising**

The academy trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

# ESHER CHURCH SCHOOL

## GOVERNORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Plans for future periods

##### *Educational*

- To design and implement an ambitious, robust curriculum, providing all pupils with the sufficient knowledge and skills for future learning and employment.
- To develop the pedagogy of reading, writing and maths to ensure the quality of teaching and learning is consistently high, resulting in improved attainment and progress for all learners across the school.

##### *SEND/EAL/PPG*

- To improve the quality of planning and teaching, notably in writing, to ensure all groups of learners (e.g. SEND, Pupil Premium, gender) are supported and challenged across lessons, where gaps are reduced and progress targets are met or exceeded.

##### *Christian Distinctiveness*

- To strengthen the school's vision and values within school and across the school community to enable all children and adults to flourish.
- To fully maximise the collaboration between the school, other local schools, the churches and parish community.

##### *Leadership and Management*

- To maximise the school site, effectively utilising all areas for the best of the children and local community.
- To continue to develop a marketing strategy for the school to increase NOR and to attract high quality staff members.
- To strengthen the culture of developing all staff members, through targeted CPD coaching and mentoring, National Professional Qualifications, Teacher Research Groups, etc.)

##### *Governance*

- Ensure sustainable leadership structure is put in place to allow for succession planning, consider alternative leadership structures as implemented in other schools.
- Formalise induction process for new trustees.
- Develop a strategic plan for joining a MAT.

#### **Summary**

Despite the considerable challenges the school faces, Trustees remain encouraged and excited by the school's future development. Financial reserves have been depleted significantly and are expected to result in negative reserves in 2023/24 without additional support despite significant improvement in numbers on roll. Staff turnover remains low and morale remains high with the advent of personalised development plans for each staff member, curriculum development, and strong leadership from the SLT. The relationship between the school and parish continues to strengthen, under the continued dedication of the school SLT and our passionate Ministers from Christ Church.

**ESHER CHURCH SCHOOL**

**GOVERNORS' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 AUGUST 2023**

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**Auditor**

In so far as the governors are aware:

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

A resolution proposing that Azets Audit Services be reappointed as auditor of the charitable company will be put to the members.

The governors' report, incorporating a strategic report, was approved by order of the board of governors, as the company directors, on 15/12/23 and signed on its behalf by:



G Harper  
**Chair**

# ESHER CHURCH SCHOOL

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### Scope of responsibility

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

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

The board of governors has delegated the day-to-day responsibility to the principal, 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 Esher Church School and the Secretary of State for Education. The accounting officer is also responsible for reporting to the board of governors any material weaknesses or breakdowns in internal control.

### Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors' Responsibilities. The board of governors has formally met 4 times during the year. Attendance during the year at meetings of the board of governors was as follows:

<b>Governors</b>	<b>Meetings attended</b>	<b>Out of possible</b>
B Foley (Headteacher and Accounting Officer)	4	4
G Harper (Chair)	3	4
B Holmes (Chair) (Resigned 31 August 2023)	4	4
Rev D McCallig	3	4
C Warner (Resigned 31 December 2022)	1	2
G Matthews	4	4
S Argent	3	4
R Lonnon	3	4
G Valter (Staff governor)	4	4
A Munro (Staff governor)	3	4
O Seeley	3	4
M Tyrell	4	4
E Dowler	4	4
M Phillips (Appointed 24 November 2022)	2	3
K Chapman (Appointed 29 March 2023)	0	1
C Hamilton (Appointed 1 September 2023)	0	0
M Kennett (Appointed 5 September 2023)	0	0

### Conflicts of interest

All Trustees complete a declaration of interest at the start of each academic year and on appointment. Declarations are also addressed at the beginning of each meeting, and any Trustee declaring an interest in a matter would be withdrawn from that part of the meeting.

### Governance reviews

The Trust is due to complete a review of Governance during the academic year 2023-2024. The Trust is currently in the process of selecting an external consultant for a Governance Review.

The Trust completes an internal Governance Compliance checklist to ensure all governors are aware of their roles and responsibilities, as well as their accountability.

The Trust has commissioned new Clerking consultants with the use of Governor Hub for improved communication, policy authorisations and Governor CPD.

# ESHER CHURCH SCHOOL

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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The finance committee is a sub-committee of the main Board of Governors.

The remit of the Finance Committee is to ensure the adequate provision of assets and infrastructure from the resources available, to support the successful teaching and learning within the school. Membership of the Finance Committee for the year comprised four trustees, the Head Teacher, the Chair of the Governing Body. The School Business Manager is a co-opted member of the committee.

The Finance Committee maintains oversight of the Risk Register with responsibility for updating and circulating the Register delegated to a risk sub-committee. See Risk and Control Framework below for the reviews completed in the year.

Attendance at meetings in the year was as follows:

The Chair of Governors (Ben Holmes) has come to the end of her term and will leave the Board on 31<sup>st</sup> August 2023. Gerard Harper will be the interim Chair, until the end of his term in June 2024, or before if an experienced Chair can be appointed.

The Trust has recently commissioned a new clerking service to support strong governance through minute taking of the FGB meetings and governor continued professional development.

<b>Governors</b>	<b>Meetings attended</b>	<b>Out of possible</b>
B Foley (Headteacher and Accounting Officer)	5	5
B Holmes (Chair) (Resigned 31 August 2023)	5	5
G Matthews	5	5
R Lonnon	5	5
O Seeley	5	5

#### **Review of value for money**

As accounting officer, the principal 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 Governors where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Ensuring LSA support is used effectively to raise attainment of vulnerable children
- Reviewing IT services
- Reviewing software licenses
- Review of Governance clerking and continued professional development
- Ongoing comparison of educational goods

#### **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 Esher Church School for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts.

# ESHER CHURCH SCHOOL

## GOVERNANCE STATEMENT (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### Capacity to handle risk

The board of governors has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of governors is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of governors.

#### The risk and control framework

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

- Comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of governors;
- Regular reviews by the finance committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- Setting targets to measure financial and other performance;
- Clearly defined purchasing (asset purchase or capital investment) guidelines;
- Identification and management of risks.

Additional action based on assessed risk by Governing Board and in conjunction with the Risk Register were carried out as follows:

- IT investment in cabling and switching and new broadband provider
- New School Improvement Partner appointed to support and challenge the Headteacher and Senior Leadership Team
- Review of Performance Management/Appraisal structure
- Review of policy structure and updating of policies

The internal audit for the year conducted by Chair of the Finance Committee, did not identify any areas with a high or medium level risk. The audit covered the following:

- Fixed assets; reviewing the fixed asset register for completeness and accuracy
- Termly review of Safeguarding by Safeguarding Governor including checks on SCR
- Health & Safety Review by Governors
- Payroll audit completed by Finance Governor

#### Review of effectiveness

As accounting officer, the principal, 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 auditor;
- the work of the external auditor;
- the work of other external advisors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

# ESHER CHURCH SCHOOL

## GOVERNANCE STATEMENT (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

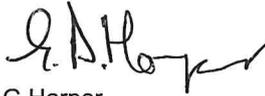
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The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the board of governors on 15 December 2023 and signed on its behalf by:



B Foley  
Headteacher and Accounting Officer



G Harper  
Chair

# ESHER CHURCH SCHOOL

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

**FOR THE YEAR ENDED 31 AUGUST 2023**

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As accounting officer of Esher Church School, I have considered my responsibility to notify the academy trust board of governors and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities for estates safety and management.

I confirm that I and the academy trust's board of governors are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academy Trust Handbook 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 governors and ESFA.



B Foley  
**Accounting Officer**

15 December 2023  
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# ESHER CHURCH SCHOOL

## STATEMENT OF GOVERNORS' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2023**

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The governors (who act as trustees for Esher Church School and are also the directors of Esher Church School for the purposes of company law) are responsible for preparing the governors' report and the accounts in accordance with the Academies Accounts Direction 2022 to 2023 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the governors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the board of governors on 15/12/23 and signed on its behalf by:



G Harper  
Chair

# ESHER CHURCH SCHOOL

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ESHER CHURCH SCHOOL

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Opinion**

We have audited the accounts of Esher Church School for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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 prepared in accordance with the Charities SORP 2019 and the 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 accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

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

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

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

### **Other information**

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

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We have nothing to report in this regard.

# ESHER CHURCH SCHOOL

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ESHER CHURCH SCHOOL (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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### **Opinions on other matters prescribed by the Companies Act 2006**

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

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

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

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

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

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

### **Responsibilities of governors**

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

### **Auditor's responsibilities for the audit of the accounts**

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

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

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

# ESHER CHURCH SCHOOL

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ESHER CHURCH SCHOOL (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2023**

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In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Governors/Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

### **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.

*Azets Audit Services*

**Debra Saunders Bsc FCA (Senior Statutory Auditor)**  
**for and on behalf of Azets Audit Services**  
**Chartered Accountants**  
**Statutory Auditor**

15 December 2023

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Ashcombe Court  
Woolsack Way  
Godalming  
Surrey  
United Kingdom  
GU7 1LQ

# ESHER CHURCH SCHOOL

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ESHER CHURCH SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY

**FOR THE YEAR ENDED 31 AUGUST 2023**

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In accordance with the terms of our engagement letter dated 6 July 2023 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 Esher Church School 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 Esher Church School and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Esher Church School and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Esher Church School and ESFA, for our work, for this report, or for the conclusion we have formed.

### **Respective responsibilities of Esher Church School's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Esher Church School's funding agreement with the Secretary of State for Education dated 26 January 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.

### **Approach**

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

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

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

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

# ESHER CHURCH SCHOOL

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ESHER CHURCH SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2023*

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### **Conclusion**

In the course of our work, except for the matters set out in the statement of regularity, propriety and compliance on page 13, 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.

*Azets Audit Services*

### **Reporting Accountant**

Azets Audit Services  
Ashcombe Court  
Woolsack Way  
Godalming  
Surrey  
GU7 1LQ  
United Kingdom

Dated: 15 December 2023

# ESHER CHURCH SCHOOL

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2023 £'000	Total 2022 £'000
<b>Income and endowments from:</b>						
Donations and capital grants	3	126	28	38	192	164
Charitable activities:						
- Funding for educational operations	4	-	1,752	-	1,752	1,733
Other trading activities	5	205	-	-	205	122
<b>Total</b>		<u>331</u>	<u>1,780</u>	<u>38</u>	<u>2,149</u>	<u>2,019</u>
<b>Expenditure on:</b>						
Charitable activities:						
- Educational operations	7	83	2,171	56	2,310	2,201
<b>Total</b>	6	<u>83</u>	<u>2,171</u>	<u>56</u>	<u>2,310</u>	<u>2,201</u>
<b>Net income/(expenditure)</b>		248	(391)	(18)	(161)	(182)
Transfers between funds	17	(329)	354	(25)	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit pension schemes	19	-	201	-	201	878
<b>Net movement in funds</b>		<u>(81)</u>	<u>164</u>	<u>(43)</u>	<u>40</u>	<u>696</u>
<b>Reconciliation of funds</b>						
Total funds brought forward		244	(317)	97	24	(672)
Total funds carried forward		<u>163</u>	<u>(153)</u>	<u>54</u>	<u>64</u>	<u>24</u>

# ESHER CHURCH SCHOOL

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2023

Comparative year information Year ended 31 August 2022	Notes	Unrestricted	Restricted funds:		Total
		funds	General	Fixed asset	2022
		£'000	£'000	£'000	£'000
<b>Income and endowments from:</b>					
Donations and capital grants	3	113	13	38	164
Charitable activities:					
- Funding for educational operations	4	-	1,733	-	1,733
Other trading activities	5	122	-	-	122
<b>Total</b>		<u>235</u>	<u>1,746</u>	<u>38</u>	<u>2,019</u>
<b>Expenditure on:</b>					
Charitable activities:					
- Educational operations	7	71	2,078	52	2,201
<b>Total</b>	6	<u>71</u>	<u>2,078</u>	<u>52</u>	<u>2,201</u>
<b>Net income/(expenditure)</b>		164	(332)	(14)	(182)
Transfers between funds	17	(200)	183	17	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	19	-	878	-	878
<b>Net movement in funds</b>		(36)	729	3	696
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>280</u>	<u>(1,046)</u>	<u>94</u>	<u>(672)</u>
Total funds carried forward		<u>244</u>	<u>(317)</u>	<u>97</u>	<u>24</u>

# ESHER CHURCH SCHOOL

## BALANCE SHEET

AS AT 31 AUGUST 2023

		2023		2022	
	Notes	£'000	£'000	£'000	£'000
<b>Fixed assets</b>					
Tangible assets	11		54		97
<b>Current assets</b>					
Stock	12	2		3	
Debtors	13	47		73	
Cash at bank and in hand		240		422	
		<u>289</u>		<u>498</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	14	(126)		(254)	
		<u></u>		<u></u>	
<b>Net current assets</b>			163		244
<b>Net assets excluding pension liability</b>			217		341
Defined benefit pension scheme liability	19		(153)		(317)
			<u>64</u>		<u>24</u>
<b>Total net assets</b>			<u>64</u>		<u>24</u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>	17				
- Fixed asset funds			54		97
- Pension reserve			(153)		(317)
			<u>(99)</u>		<u>(220)</u>
<b>Total restricted funds</b>			<u>(99)</u>		<u>(220)</u>
<b>Unrestricted income funds</b>	17		163		244
			<u>64</u>		<u>24</u>
<b>Total funds</b>			<u>64</u>		<u>24</u>

The accounts on pages 23 to 45 were approved by the governors and authorised for issue on 15 December 2023 and are signed on their behalf by:



G Harper  
Chair

Company registration number 09362801 (England and Wales)

# ESHER CHURCH SCHOOL

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2023

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		2023		2022	
	Notes	£'000	£'000	£'000	£'000
<b>Cash flows from operating activities</b>					
Net cash (used in)/provided by operating activities	18		(207)		62
<b>Cash flows from investing activities</b>					
Capital grants from DfE Group		25		8	
Capital funding received from sponsors and others		13		30	
Purchase of tangible fixed assets		(13)		(55)	
<b>Net cash provided by/(used in) investing activities</b>			<u>25</u>		<u>(17)</u>
<b>Net (decrease)/increase in cash and cash equivalents in the reporting period</b>			(182)		45
Cash and cash equivalents at beginning of the year			<u>422</u>		<u>377</u>
<b>Cash and cash equivalents at end of the year</b>			<u><u>240</u></u>		<u><u>422</u></u>

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

Esher Church School is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the governors' report.

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

#### 1.1 Basis of preparation

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

#### 1.2 Going concern

The Governors assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. In making this assessment the Governors take into account the forecast level of reserves in respect of a period of at least one year from the date of authorisation for issue of the accounts. The Governors review the acceptable level of reserves for The Trust annually. The forecast reserves for the next 12 months are within the range of acceptable reserves, albeit at the lower end of this range. Therefore the Governors have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

#### 1.3 Income

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

##### Grants

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

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

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

##### Donations

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

##### 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.

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

(Continued)

#### Donated goods, facilities and services

The value of donated services and gifts in kind provided to the academy trust are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the academy trust can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the statement of financial activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's policies.

#### Interest receivable

Interest receivable is included within the statement of financial activities on a receivable basis.

### 1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

#### 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.

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

(Continued)

#### 1.5 Tangible fixed assets and depreciation

Tangible fixed assets acquired since the Academy was established are included in the accounts at cost. Assets costing less than £2,000 or group of the same assets amounting to £3,000 are written off in the year of acquisition. All other assets are capitalised.

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. 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 such assets is charged to the restricted fixed asset fund in the statement of financial activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy trust's depreciation policy. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

The Academy Trust occupies land and buildings at Millbourne Lane, KT10 9DU, which are owned by the Trustees of the Church of England Archdiocese. The Academy Trust occupies the land and buildings under a licence on the same basis as when it was a maintained school. The continuing permission of the Diocesan Trustees is pursuant to and subject to the Trustees' charitable objects and is part of the Church of England's commitment to provide state funded education in partnership with the state. Under the terms of an agreement between the Secretary of State and the Academy Trust the Diocesan Trustees will give the Academy Trust not less than two years' notice to terminate the occupation of the land and buildings. The Governors have concluded that the value of land and buildings occupied by the Academy Trust should not be recognised in the balance sheet as the Church of England Archdiocese has the right to consent to works, including capital works. The Governors have therefore concluded that the Academy Trust does not have control as defined by the Academies Accounts Direction 2022 to 2023.

Moreover, the Governors have decided not to account for the Academy Trust's occupancy of the land and buildings by means of a notional annual rental charge in the accounts, offset by income from a notional annual donation or gift of equivalent value from the Diocesan Trustees as owners of the freehold interest. The Governors have been unable to identify any objective method for calculating such a notional rent.

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

Computer equipment	33.3%
Fixtures, fittings & equipment	25%

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

#### 1.6 Liabilities

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

#### 1.7 Leased assets

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

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

(Continued)

#### 1.8 Financial instruments

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

##### Financial assets

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

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

##### Financial liabilities

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

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

#### 1.9 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

#### 1.10 Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### 1.11 Pensions benefits

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

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

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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### 1 Accounting policies

(Continued)

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

#### 1.12 Fund accounting

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

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

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

### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, 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 2019 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.

#### Critical areas of judgement

##### **Useful economic lives of tangible assets**

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 11 for the carrying amount of the property plant and equipment, and note 1.5 for the useful economic lives for each class of assets.

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Capital grants	-	25	25	8
Other donations	126	41	167	156
	<u>126</u>	<u>66</u>	<u>192</u>	<u>164</u>

### 4 Funding for the academy trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
<b>DfE / ESFA grants</b>				
General annual grant (GAG)	-	1,505	1,505	1,551
Other DfE / ESFA grants:				
UIFSM	-	59	59	67
Pupil premium	-	12	12	10
PE and sports premium	-	19	19	19
Supplementary Grant	-	61	61	19
Others	-	15	15	10
	<u>-</u>	<u>1,671</u>	<u>1,671</u>	<u>1,676</u>
<b>Other government grants</b>				
Local authority grants	-	81	81	57
	<u>-</u>	<u>81</u>	<u>81</u>	<u>57</u>
<b>Total funding</b>	<u>-</u>	<u>1,752</u>	<u>1,752</u>	<u>1,733</u>

### 5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2023 £'000	Total 2022 £'000
Hire of facilities	37	-	37	24
Other income	168	-	168	98
	<u>205</u>	<u>-</u>	<u>205</u>	<u>122</u>

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

6	Expenditure	Non-pay expenditure			Total	Total
		Staff costs £'000	Premises £'000	Other £'000	2023 £'000	2022 £'000
	Academy's educational operations					
	- Direct costs	1,428	-	218	1,646	1,500
	- Allocated support costs	232	220	212	664	701
		<u>1,660</u>	<u>220</u>	<u>430</u>	<u>2,310</u>	<u>2,201</u>
	<b>Net income/(expenditure) for the year includes:</b>				<b>2023</b>	<b>2022</b>
					<b>£'000</b>	<b>£'000</b>
	Operating lease rentals				9	7
	Depreciation of tangible fixed assets				56	52
	Fees payable to auditor for:					
	- Audit				13	9
	- Other services				3	3
	Net interest on defined benefit pension liability				13	18
					<u>13</u>	<u>18</u>
7	<b>Charitable activities</b>					
		<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>	<b>Total</b>	<b>Total</b>
		<b>£'000</b>	<b>£'000</b>	<b>2023</b>	<b>2022</b>	<b>£'000</b>
	<b>Direct costs</b>					
	Educational operations	83	1,563	1,646	1,500	
	<b>Support costs</b>					
	Educational operations	-	664	664	701	
		<u>83</u>	<u>2,227</u>	<u>2,310</u>	<u>2,201</u>	

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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7 Charitable activities	(Continued)	
	2023	2022
	£'000	£'000
<b>Analysis of support costs</b>		
Support staff costs	233	302
Depreciation	56	52
Technology costs	1	-
Premises costs	164	164
Other support costs	196	168
Governance costs	14	15
	<u>664</u>	<u>701</u>

### 8 Governors' remuneration and expenses

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

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

B Foley (Headteacher):

- Remuneration £80,000 - £85,000 (2022: £75,000 - £80,000)
- Employer's pension contributions £15,000 - £20,000 (2022: £15,000 - £20,000)

A Munro (staff):

- Remuneration £40,000 - £45,000 (2022: £35,000 - £40,000)
- Employer's pension contributions £5,000 - £10,000 (2022: £5,000 - £10,000)

G Valter (staff):

- Remuneration £15,000 - £20,000 (2022: £15,000 - £20,000)
- Employer's pension contributions £0 - £5,000 (2022: £0 -£5,000)

During the year, £339 (2022: £50) were reimbursed or paid directly to three governors (2022: one governor) for reimbursement of van hire, subsistence and curriculum materials.

Other related party transactions involving the governors are set out within the related parties note.

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 9 Staff

#### Staff costs

Staff costs during the year were:

	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Wages and salaries	1,152	1,067
Social security costs	100	96
Pension costs	270	378
	<u>          </u>	<u>          </u>
Staff costs - employees	1,522	1,541
Agency staff costs	138	67
	<u>          </u>	<u>          </u>
Staff development and other staff costs	1,660	1,608
	6	6
	<u>          </u>	<u>          </u>
Total staff expenditure	<u>1,666</u>	<u>1,614</u>

#### Staff numbers

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

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
Teachers	20	17
Administration and support	28	29
Management	3	5
	<u>          </u>	<u>          </u>
	<u>51</u>	<u>51</u>

#### Higher paid staff

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

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
£60,000 - £70,000	1	-
£80,000 - £90,000	1	1
	<u>          </u>	<u>          </u>

#### Key management personnel

The key management personnel of the academy trust comprise the staff governors and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £328k (2022: £335k).

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 10 Governors' and officers' insurance

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

### 11 Tangible fixed assets

	Computer equipment	Fixtures, fittings & equipment	Total
	£'000	£'000	£'000
<b>Cost</b>			
At 1 September 2022	132	201	333
Additions	5	8	13
	<hr/>	<hr/>	<hr/>
At 31 August 2023	137	209	346
	<hr/>	<hr/>	<hr/>
<b>Depreciation</b>			
At 1 September 2022	87	149	236
Charge for the year	20	36	56
	<hr/>	<hr/>	<hr/>
At 31 August 2023	107	185	292
	<hr/>	<hr/>	<hr/>
<b>Net book value</b>			
At 31 August 2023	30	24	54
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 August 2022	45	52	97
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

### 12 Stock

	2023 £'000	2022 £'000
School uniform	2	3
	<hr/>	<hr/>

### 13 Debtors

	2023 £'000	2022 £'000
VAT recoverable	16	33
Other debtors	7	2
Prepayments and accrued income	24	38
	<hr/>	<hr/>
	47	73
	<hr/> <hr/>	<hr/> <hr/>

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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

	2023 £'000	2022 £'000
Trade creditors	11	105
Other taxation and social security	27	26
Other creditors	35	32
Accruals and deferred income	53	91
	<u>126</u>	<u>254</u>

### 15 Deferred income

	2023 £'000	2022 £'000
Deferred income is included within:		
Creditors due within one year	36	40
	<u>36</u>	<u>40</u>
Deferred income at 1 September 2022	40	41
Released from previous years	(40)	(41)
Resources deferred in the year	36	40
	<u>36</u>	<u>40</u>
Deferred income at 31 August 2023	36	40
	<u>36</u>	<u>40</u>

At the balance sheet date, the Academy Trust was holding funds received in advance for Universal Infant Free School Meals.

### 16 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
<b>Fund balances at 31 August 2023 are represented by:</b>				
Tangible fixed assets	-	-	54	54
Current assets	163	126	-	289
Current liabilities	-	(126)	-	(126)
Pension scheme liability	-	(153)	-	(153)
	<u>163</u>	<u>(153)</u>	<u>54</u>	<u>64</u>
<b>Total net assets</b>	<u>163</u>	<u>(153)</u>	<u>54</u>	<u>64</u>

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 16 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
<b>Fund balances at 31 August 2022 are represented by:</b>				
Tangible fixed assets	-	-	97	97
Current assets	244	254	-	498
Current liabilities	-	(254)	-	(254)
Pension scheme liability	-	(317)	-	(317)
<b>Total net assets</b>	<u>244</u>	<u>(317)</u>	<u>97</u>	<u>24</u>

### 17 Funds

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2023 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	1,505	(1,859)	354	-
UIFSM	-	59	(59)	-	-
Pupil premium	-	12	(12)	-	-
Other DfE/ESFA grants	-	15	(15)	-	-
Other government grants	-	81	(81)	-	-
PE and sports premium	-	19	(19)	-	-
ESFA Supplementary grant	-	61	(61)	-	-
Pension reserve	(317)	-	(37)	201	(153)
	<u>(317)</u>	<u>1,752</u>	<u>(2,143)</u>	<u>555</u>	<u>(153)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	-	25	-	(25)	-
General fixed assets	97	13	(56)	-	54
	<u>97</u>	<u>38</u>	<u>(56)</u>	<u>(25)</u>	<u>54</u>
<b>Total restricted funds</b>	<u>(220)</u>	<u>1,790</u>	<u>(2,199)</u>	<u>530</u>	<u>(99)</u>
<b>Unrestricted funds</b>					
General funds	244	331	(83)	(329)	163
<b>Total funds</b>	<u>24</u>	<u>2,121</u>	<u>(2,282)</u>	<u>201</u>	<u>64</u>

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

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### 17 Funds

(Continued)

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

General Annual Grant: Income received from the ESFA to cover the normal running costs of the Academy. Under the amended 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.

UIFSM, Pupil Premium, PE and Sports Premium: Income received from the ESFA as described.

Other DfE/ESFA grants: This includes the rates relief and supplementary grant.

Other government grants: This includes SEN funding received from the Local Authority.

Other restricted funds: This includes restricted donations from the Esher Church School Association for specific equipment.

DfE/ESFA capital grants: this includes the Devolved Formula Capital Grant.

The transfer of funds relate to the additions to fixed assets during the year and to cover the additional costs over and above those covered by GAG funding.

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 17 Funds

(Continued)

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

	Balance at 1 September 2021 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2022 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	1,551	(1,734)	183	-
UIFSM	-	67	(67)	-	-
Pupil premium	-	10	(10)	-	-
PE and sports premium	-	19	(19)	-	-
Supplementary grant	-	19	(19)	-	-
Other DfE/ESFA grants	-	10	(10)	-	-
Other government grants	-	57	(57)	-	-
Other restricted funds	-	13	(13)	-	-
Pension reserve	(1,046)	-	(149)	878	(317)
	<u>(1,046)</u>	<u>1,746</u>	<u>(2,078)</u>	<u>1,061</u>	<u>(317)</u>
<b>Restricted fixed asset funds</b>					
DfE group capital grants	-	8	-	(8)	-
General fixed assets	94	30	(52)	25	97
	<u>94</u>	<u>38</u>	<u>(52)</u>	<u>17</u>	<u>97</u>
<b>Total restricted funds</b>	<u>(952)</u>	<u>1,784</u>	<u>(2,130)</u>	<u>1,078</u>	<u>(220)</u>
<b>Unrestricted funds</b>					
General funds	280	235	(71)	(200)	244
	<u>280</u>	<u>235</u>	<u>(71)</u>	<u>(200)</u>	<u>244</u>
<b>Total funds</b>	<u>(672)</u>	<u>2,019</u>	<u>(2,201)</u>	<u>878</u>	<u>24</u>

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

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18 Reconciliation of net expenditure to net cash flow from operating activities	Notes	2023 £'000	2022 £'000
Net expenditure for the reporting period (as per the statement of financial activities)		(161)	(182)
Adjusted for:			
Capital grants from DfE and other capital income		(38)	(38)
Defined benefit pension costs less contributions payable	19	24	131
Defined benefit pension scheme finance cost	19	13	18
Depreciation of tangible fixed assets		56	52
Decrease in stocks		1	7
Decrease/(increase) in debtors		26	(45)
(Decrease)/increase in creditors		(128)	119
<b>Net cash (used in)/provided by operating activities</b>		<u>(207)</u>	<u>62</u>

### 19 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2016, and that of the LGPS related to the period ended 31 March 2019.

Contributions amounting to £31k were payable to the schemes at 31 August 2023 (2022: £29k) and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

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

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

##### Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to 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 latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019.

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

#### 19 Pension and similar obligations

(Continued)

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- 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 next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to the TPS in the period amounted to £177k (2022: £182k).

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 contributions are as noted below. The agreed contribution rates for future years are 26.4% for employers and 5.5% to 7.5% for employees.

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

<b>Total contributions made</b>	<b>2023</b>	<b>2022</b>
	<b>£'000</b>	<b>£'000</b>
Employer's contributions	73	65
Employees' contributions	19	17
	<hr/>	<hr/>
Total contributions	92	82
	<hr/> <hr/>	<hr/> <hr/>
<b>Principal actuarial assumptions</b>	<b>2023</b>	<b>2022</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	4.00	3.95
Rate of increase for pensions in payment/inflation	3.00	3.05
Discount rate for scheme liabilities	5.20	4.25
	<hr/> <hr/>	<hr/> <hr/>

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations

(Continued)

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

	2023 Years	2022 Years
Retiring today		
- Males	19.9	22.1
- Females	25.1	24.5
Retiring in 20 years		
- Males	22.4	23.1
- Females	26.2	26.2

Scheme liabilities would have been affected by changes in assumptions as follows:

	2023 £'000	2022 £'000
0.1% decrease in discount rate	25	29
0.1% increase in salary rate	1	2
0.1% increase in pension rate	25	27

#### The academy trust's share of the assets in the scheme

	2023 Fair value £'000	2022 Fair value £'000
Equities	815	751
Bonds	129	138
Cash	42	20
Property	86	79
Total market value of assets	1,072	988

The actual return on scheme assets was £9,000 (2022: £(50,000)).

#### Amount recognised in the statement of financial activities

	2023 £'000	2022 £'000
Current service cost	97	196
Interest income	(44)	(17)
Interest cost	57	35
Total operating charge	110	214

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2023

### 19 Pension and similar obligations (Continued)

#### Changes in the present value of defined benefit obligations 2023 £'000

At 1 September 2022	1,305
Current service cost	97
Interest cost	57
Employee contributions	19
Actuarial gain	(236)
Benefits paid	(17)
	1,225
At 31 August 2023	1,225

#### Changes in the fair value of the academy trust's share of scheme assets 2023 £'000

At 1 September 2022	988
Interest income	44
Actuarial loss	(35)
Employer contributions	73
Employee contributions	19
Benefits paid	(17)
	1,072
At 31 August 2023	1,072

### 20 Analysis of changes in net funds

	1 September 2022 £'000	Cash flows £'000	31 August 2023 £'000
Cash	422	(182)	240
	422	(182)	240

### 21 Long-term commitments

#### Operating leases

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

	2023 £'000	2022 £'000
Amounts due within one year	2	2
Amounts due in two and five years	2	4
	4	6

# ESHER CHURCH SCHOOL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2023

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#### 22 Related party transactions

Owing to the nature of the academy trust and the composition of the board of governors being drawn from local public and private sector organisations, transactions may take place with organisations in which the governors have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Trust Handbook 2022, including notifying ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and in accordance with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

##### Expenditure related party transactions

The following are all related parties employed by the academy trust:

- M de la Touche, a teaching assistant is the spouse of A de la Touche, a member.
- R Warner, an office administrator is the spouse of C Warner, a governor (resigned 31 Dec 2022).
- A Holmes, a worker at the after-school & holiday clubs, is the daughter of B Holmes, the Chair of Governors (resigned 31 Aug 2023).

The appointments were made in open competition and the governors were not involved in the decision making process regarding appointment. The staff are paid within the normal pay scale for their roles and receive no special treatment as a result of their relationship to the governors.

#### 23 Members' liability

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

