

Company registration number 08876009 (England and Wales)

HARLANDS EDUCATIONAL TRUST

(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

HARLANDS EDUCATIONAL TRUST

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HARLANDS EDUCATIONAL TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Mr F Gainsbury
Mrs V Gilsenan
Mr M L Swiggs (Chair)
Ms R Datoo
Mr D J Nisbet
Mr D S McKeown-Webster (Principal and Accounting Officer)
Mr D E J Gwynne
Mr D Sadler (Resigned 29 January 2024)
Mr J R Holland (Resigned 17 September 2023)
Mrs A Dudley
Mr W Durham
Mrs G A Prew (Resigned 22 February 2024)
Mrs L H Hales (Resigned 20 October 2023)
Mr M Pawson (Appointed 11 September 2023)
Mrs D Hollingum (Appointed 11 September 2023)
Mr C Robbins (Appointed 11 September 2023)
Mr R Goodrum (Appointed 20 November 2023)
Mrs C Blake (Appointed 1 March 2024)
Mrs Y Shepherd (Appointed 1 March 2024)

Members

Mr M Nichols
Mrs S Sansom
Mrs R de Mierre
Mr G Stenner
Mr R Tata

Senior leadership team

- Principal
- Deputy Head
- KS2 Leader
- KS1 Leader and Assistant Head
- EYFS Leader
- Finance Manager
- Office Manager
- Inclusion Manager

Mr D McKeown-Webster
Mrs S Nixey
Mr A Colgate
Mrs J Newbery
Mrs G Whitby
Ms K Binchy
Mrs K Michael
Mrs O Kerse

Company secretary

Mrs K Michael

Company registration number

08876009 (England and Wales)

Principal address and registered office

Penland Road
Haywards Heath
West Sussex
RH16 1PJ

HARLANDS EDUCATIONAL TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Independent auditor	Sumer Audit Amelia House Crescent Road Worthing West Sussex BN11 1RL
Bankers	Lloyds Bank 1 West Street Horsham RH12 1PA
Solicitors	Stone King LLP 13 Queen Square Bath BA1 2HJ

HARLANDS EDUCATIONAL TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees present their annual report together with the financial statements and the independent auditor's report of the charitable company for the year 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a trustees' report, a directors' report and a strategic report under company law.

The academy trust operates an academy for pupils aged 4 to 11 serving a catchment area in Haywards Heath. It has a pupil capacity of 420 and had a roll of 453 in the school census on 5 October 2023, this increase is due to a bulge class intake in September 2023 as agreed with the local authority.

Structure, governance and management

Constitution

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

The trustees of Harlands Educational Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Harlands Primary School.

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

Members' liability

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

Trustees' indemnities

The academy trust maintains trustees' and officers' liability insurance which gives appropriate cover for legal action brought against the trustees. The academy trust has also granted indemnities to each of its trustees and other officers as permitted by law. Qualifying third party indemnity provisions (as defined by section 234 of the Companies Act 2006) were in force during the period and remain in force, in relation to certain losses and liabilities which the trustees or other officers may incur to third parties in the course of acting as trustees or officers of the academy trust.

Method of recruitment and appointment or election of trustees

When a parent trustee position becomes vacant, nominations, supported by two other parents, will be invited from any eligible parent of pupils currently on the school roll. In the event of more nominations being received than there are vacancies, an election process will be organised within the school.

Should no nominations be forthcoming, the remaining trustees may take a decision to appoint a non-parent trustee instead. However, every effort is made to aim for at least two parent trustees in post. This appointment, as for any other non-parent trustee appointment, will be achieved by the trustee body identifying any particular skills which may be of benefit to the academy trust and seeking nominations through advertising on the school website, parent newsletters and the wider community as appropriate.

Policies and procedures adopted for the induction and training of trustees

All new trustees have an induction briefing with the principal and the chair of trustees, and are appointed a designated mentor to enable them to fulfil their role at the academy trust. All trustees are subject to a Disclosure and Barring Service (DBS) check.

All trustees are encouraged to complete training sessions organised for the education sector. Training sessions for new trustees are provided by West Sussex County Council (WSCC) and online by Learning Link.

HARLANDS EDUCATIONAL TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Organisational structure

The management system operates at two levels, being the trustee body (the trustees) and the senior leadership team (SLT). Leadership is devolved at all levels to develop skills in strategic planning and decision making and to plan for succession. The principal is responsible for the day-to-day running of the school, supported by the SLT.

The full governing body meets formally at least 4 times during the academic year. In addition, the trustee body appoints 3 committees to which the following functions are delegated.

Resources Committee – responsible for the overall review of the resources of the school community to ensure they are used strategically and to best effect;

Audit & Risk Committee – responsible for assurances relating to the management of risk and corporate governance requirements;

School Improvement Committee – responsible for the standards of achievement, attendance and curriculum development.

In addition, individual trustees have delegated responsibilities for safeguarding, special educational needs, health and safety, finance, legal, premises and curriculum development areas.

The trustees set the strategic direction of the school in collaboration with the SLT. They set the annual budget and rigorously monitor the effectiveness of spending against key objectives. The SLT are responsible for allocating agreed budgets to subject and departmental leaders. Spending is linked to action plans and effectiveness reported to the trustees via the curriculum team reviews, principal reports and the Audit & Risk committee.

The staffing plan is developed by the principal and monitored, reviewed and agreed by the trustee body annually. The trustee body is involved in all senior staffing appointments and gives delegated powers to the SLT for other appointments. As good practice, a trained member of the trustee body is usually involved in senior teaching appointments.

Our members play a limited but crucial role in safeguarding academy trust governance we aim to have at least three members at all times in line with guidelines. Our members ensure that the governance of the trust is effective, that Academy Trustees are acting in accordance with the trust's charitable object(s) and that they, the Members, use their powers to step in if governance is failing.

Our academy trust was founded by Members, who may then appoint additional Members to join them. The first Members were the signatories to the memorandum of association which was drawn up when the academy trust was first established. These first Members agreed the academy trust's first articles of association, which included the academy trust's charitable purpose. The role of our members is set out in the articles of association and in company law. These include powers to appoint and remove the board and direct the Academy Trustees to act in certain circumstances. Our members have a general duty to exercise their powers to further our trust's charitable object.

Arrangements for setting pay and remuneration of key management personnel

The remuneration of key management personnel is reviewed and agreed by the pay review committee. All staff, including the leadership group, can expect to receive regular, constructive feedback on their performance, and are subject to an appraisal process that recognises their strengths, informs plans for their future development and helps enhance their professional practice. Decisions regarding pay progression for teachers and the leadership group will be made with reference to performance and pay recommendation. Annual pay progression is not guaranteed and is dependent on performance. However, teachers and school leaders can expect to progress to the top of their pay range if they demonstrate continued good performance. In the case of the leadership team, sustained, high quality performance, confirmed by the most recent appraisal, should give the individual an expectation of progression up the pay range. In the case of the head teacher, a performance review is undertaken by the chair of trustees and the trustees, from this any changes to remuneration are actioned by the chair of trustees notifying the CFO.

HARLANDS EDUCATIONAL TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Related parties and other connected charities and organisations

The academy trust networks with the local group of schools in and around Haywards Heath and the West Sussex Local Authority, together with links to networks of primary and secondary schools:

- SALT (Schools All Learn Together), a well-established learning network, comprised of several primary schools in Haywards Heath who devise an annual strategic plan. Throughout the year, they typically meet regularly to develop pedagogy, curriculum policies, support continuing professional development from newly qualified teachers through to senior leadership, commission training, SENCO support and joint moderation for assessment.
- The school utilised a connected party for small decorating works in the year, this was conducted at market rate and is documented in the notes to the financial statements.
- The school has been part of Global Spirit Ed since Summer 2021. This enables collaboration with a network of over 80 like-minded schools developing learning provision through a number of action-research informed initiatives.
- The school has utilised its membership of the CST (Confederation of School Trusts) to obtain timely insights into strategic issues that other trusts are addressing from across the country.
- The school also has a partnership agreement with Brighton University to support initial teacher training and development, coaching and mentoring several trainees each year.

The chairs of local trustee bodies have an established network to enhance information sharing on school developments.

The school business managers/bursars of local schools have a network to share best practice and work together to achieve best value for money.

Objectives and activities

Objects and aims

The academy trust was created in February 2014, to advance the public benefit in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

Objectives, strategies and activities

Our objectives are achieved through the delivery of our mission statement to "strive for excellence, valuing everyone and our world."

The School Vision Plan enshrines this through:

- An ethos of aspiration and high academic expectations
- Culture of respect for all, tolerance, inclusiveness and fairness
- Enrichment in the curriculum to provide for the needs of every child

Public benefit

The trustees 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.

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

HARLANDS EDUCATIONAL TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Strategic report

Achievements and performance

The academy trust receives funding for the provision of education from the Education and Skills Funding Agency (ESFA). In January 2023, the date of the most recent OFSTED inspection, the school was graded Good by Ofsted. The following are extracts from the OFSTED report:

- *There is a buzz of excitement about learning at Harlands Primary School. Pupils are happy, active and animated. They enjoy school and are excited by the many opportunities it offers them.*
- *Pupils are inspired by the high expectations of behaviour and achievement that are set and modelled by staff. They strive to meet these high standards in all that they do.*
- *Leaders ensure that pupils can access a range of opportunities.*
- *The needs of pupils with special educational needs and/or disabilities (SEND) have been carefully considered. Pupils with SEND benefit from a broad and balanced curriculum. Their needs are identified quickly so that barriers to learning can be addressed.*
- *Leaders enhance the curriculum through opportunities to nurture pupils' talents and interests. Pupils speak enthusiastically about these opportunities including representing the school in sporting competitions and attending clubs. Pupils are proud of their achievements.*
- *Pupils' learning is supported well by their good behaviour. Pupils particularly enjoy working in groups or pairs where they can share their many ideas. Leaders are keen to support pupils even further to understand and regulate their emotions. The school is a settled and orderly environment both in classes and as pupils enjoy social times in the extensive grounds.*
- *Leaders have developed robust systems and an ongoing programme of training that has created a strong culture of safeguarding. There is no complacency. Everyone is vigilant.*

The school was satisfied with pupil progress and SATs outcomes - particularly achievement in Reading in Year 6.

Key achievements during the year 23-24:

- Mission I'm Possible extended to whole school Sustainability project.
- Successfully integrates bulge class of September 2023 to whole school environment.
- Increased club capacity and uptake throughout the school.

Significant improvements undertaken over Summer 2023 in preparation for the start of the academic year (23-24) including:

- New play equipment & playground markings on Early Years/Key Stage 1 playground
- Library refurbishment & new range of quality reading books
- New suite of interactive screens in all classrooms – supporting enhanced teaching & learning
- Additional ICT devices (Chrome books and laptops) to support more flexible learning
- New sensory space room developed to support SEND pupils
- Additional classroom created to allow a 'bulge class' to join for September 2023
- New all-weather wildlife trail

Other highlights included:

- Roll-out of our new behaviour policy 'Ready, Respectful, Safe', supported by rebranding of our whole school values
- Substantial increase in number and range of lunchtime and after-school clubs
- Ongoing success at sporting events – particularly around participation and inclusivity
- New musical teaching programme, and enhanced opportunities for children to perform in assemblies.
- Additional club opportunities – including 'rock bands'
- Additional drama teaching by experts
- Participation in debating competitions
- French lessons delivered by expert provider for Year 5 and 6
- New daily sensory circuits for certain pupils with SEND
- Subject leader collaboration on whole-school sustainability project – with pupil work showcased at Open Day in summer term (Harlands received an award for exemplification of critical thinking and social responsibility amongst children, personalised learning, global citizenship and impactful community engagement)

HARLANDS EDUCATIONAL TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

- Numerous enrichment opportunities for children – including science fair, neurodiversity week, mental health week, working with local wild-life charity for walks in local area, CPR training for children, pond dipping at lunchtimes
- Various community events – Easter trail, 'Love Our school' groundworks repair day, Summer Fair and Circus

Preparation for September 2024 for the implementation of hot meals at lunchtimes – through a third-party supplier.

Key performance indicators

The Academy monitors the following key performance indicators, which are referred to elsewhere in this report:

- Successful OFSTED outcome January 2023 maintaining "Good"
- Pupil attendance data good - for the academic year 2023-24 it was 95.3%
- School roll fully subscribed
- Over-subscription for Reception 2023 taking a bulge class from September 2023
- High NOR (Number of Roll) during the year – ending at 460 (July 2024)
- Financial key performance indicators are reviewed in monthly financial statements such as total staff spend as percentage of total revenue income and percentage of total revenue income spent. These are used to monitor performance and as a tool for strategic decision making.

Going concern

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

Financial review

During the year the academy trust continued to operate within a prudent budgetary framework. The principal source of income is government funding and this has been utilised in a manner which serves the best interests of the school and its pupils. The objective of the academy trust is to advance, for the public benefit, education in the United Kingdom in particular to establish, maintain, carry on, manage and develop a school offering a broad balanced curriculum.

The majority of the academy trust's recurrent income is obtained from the ESFA in the form of grants, the use of which is restricted to particular purposes. The grants received during the year ended 31 August 2024 and the associated expenditure are shown as restricted funds in the statement of financial activities. During the year ended 31 August 2024, total expenditure (excluding restricted fixed asset funds) of £2,321,895 (2023: £2,060,027) was covered by recurrent government funding from the ESFA together with other incoming resources. The excess of expenditure over income for the year (excluding restricted fixed asset funds) was £45,145 (2023: £51,616).

At 31 August 2024, the net book value of fixed assets was £4,260,645 (2023: £4,284,521) and movements in tangible fixed assets are shown in note 12. During the year, the assets were used exclusively for providing education, the associated support services to the pupils of the academy trust and community services.

During the course of the year the main expenditure item has been salary costs.

The academy trust does not use complex financial instruments. Activities are managed using cash as well as trade debtors and trade creditors arising from its operations. The main risks arising from the academy trust's financial instruments are liquidity risk and cash flow risk.

Liquidity risk – The academy trust manages its cash resources, including sufficient working capital, so that all its operating needs are met without the need for short-term borrowing.

Credit risk arises from the possibility that amounts owed to the academy trust will not be repaid. The academy trust is only exposed to risk as it arises from normal business activities. Credit risk is managed through the use of approved banks and the prompt collection of amounts due. Payments from parents are collected via the Arbor payment system and the funds are then transferred to the School Fund bank account. This system is provided by a reputable supplier and as such is considered a low credit risk.

HARLANDS EDUCATIONAL TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The academy trust has, when excluding fixed asset funds, operated at a surplus for the current financial year due to unrestricted income received in the year. Prudent budgetary controls have been in place to monitor and control spending in line with the school budget. The academy trust maximised grant income by keeping the pupil roll at full or near capacity where possible and where it was within its control.

Reserves policy

The trustees reviewed the level of reserves of the academy trust throughout the year. This review covered both those from restricted and unrestricted reserves. During the reserves policy review, the nature of income and expenditure streams, the need to match income with commitments and the nature of the reserves were all considered. The Full Trustee Body has agreed that a reserve of at least two months' staff cost should be maintained where economically viable, this amounts to approximately £295,000.

Further items have been identified which could be financed by, or a contribution made from, the reserves for the benefit of the maintenance and future development of the school. Examples of this include significant structural maintenance projects identified around the school, which are required to improve the facilities available to pupils of Harlands, as well as a potential capital contribution to capital work needed for the future development of the school. One such project relates to a Condition Improvement Fund (CIF) bid lodged with the ESFA for the school roof to be replaced. This and other capital projects are expected to have a total cost at a level similar to unrestricted funds held at the year-end.

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £
Opening reserves (excluding LGPS and fixed assets)	555,985	228,223	784,208
Contribution to reserves in the financial year	(78,869)	58,014	(20,855)
Closing reserves (excluding LGPS and fixed assets)	477,116	286,237	763,353

Total reserves at 31 August 2024 are £763,353 (2023: £784,208) excluding fixed assets funds and including LGPS.

Given the potentially significant contribution required for future capital works the trustees are of the opinion that this level of reserves is in line with the reserves per the policy.

Investment policy and powers

During the previous year the trust made the decision to invest £300,000 in a 32 day deposit account with Lloyds. This did not affect the risk profile as the money remained in the same institution, suitable options were reviewed by Trustees and this was considered the best return to risk investment at the time. This is subject to regular review by trustees and may change subsequent to the CIF bid mentioned above, planned capital works and/or increases in interest rates in the future. Other cash balances are invested in such a way that the cash is readily accessible whilst a small return has been generated by way of interest earned. The trustees are satisfied with the interest earned on the cash balances in the year.

HARLANDS EDUCATIONAL TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Principal risks and uncertainties

The trustee body and SLT has conducted a review of the risks to the academy trust relating to teaching, provision of facilities, pupil numbers, estate and finances. They have implemented a number of systems to assess risks, especially in operational areas such as teaching, health and safety, anti-bullying, clubs and school visits; and in financial controls in order to minimise risk.

The risks below are risks faced by the independent academy trusts and are not necessarily specific to Harlands Educational Trust.

External:

- Ongoing implications of the UK being in or on the brink of recession.
- Unfunded increases in pay awards for teachers and support staff.
- Changes in Government policy with respect to academies.
- Impact of RAAC nationally on government funding especially in relation to capital projects.
- Impact of government error of £370m in relation to general funding for 2024/25 on future funding.
- Reductions in Government spending (such reductions would be likely to apply in a similar way to all schools).
- Ability to support increasing SEND needs without adequate or timely funding.
- Insufficient capacity of local authority to support additional SEND needs
- Cyber attack risk, mitigated by use of professional service provider.

Legal:

- Operating outside the academy trust's charitable objectives.
- Health and Safety infringements.
- Breaches of employment law.

Governance:

- Trustees acting in their own interests and not in the interests of the academy trust.
- The trustees as a whole lacking the skill set required to run the academy trust successfully.
- Management information being insufficiently robust for effective decision making.
- Failure to respond to changes in external compliance requirements.

Financial risks:

- Bank balances and investments - there is no significant risk, other than a financial institution ceasing to trade.
- Bad debts - there are no material debtors.
- Credit rating - the academy trust's credit rating is not in jeopardy.
- Cashflow - the academy trust's cashflow is healthy and well-managed.
- Fundraising - the academy trust does not undertake formal fundraising on its own behalf. The Harlands PTA raise funds on behalf of the school but they are a separate legal entity.
- Health and safety implications of increased building refurbishments in the year. Controls in place to mitigate risks throughout each project.
- Financial viability of school due to fall in pupil numbers or uptake of bulge class in September 2023. This is controlled by regular monitoring.
- Risks relating to staff costs being high due to bulge class set up including additional operational costs, staff pay awards and increases to pension in coming year. Mitigated by review of staff efficiency through SRMA review and recommendations implemented.

A risk register has been developed and formalised by the trust. A formal review of the risk register is undertaken once a year by the Audit & Risk Committee, which is then presented to and approved by the full trustee body. The risk register is updated for material or new risks identified during the year by the SLT and the Audit & Risk Committee to reflect the nature of the document i.e. it is constantly evolving.

Fundraising

The academy trust does not undertake fundraising activities on its own behalf. A registered charity, Harlands PTA (800232) exists to raise funds for the benefit of Harlands children. Its objectives are to provide a contribution towards enrichment equipment and to run activities for the enjoyment of children and parents. As a separate legal entity, Harlands PTA is required to comply with the Charity Commission regulations on fundraising. The academy trust maintains appropriate oversight of Harlands PTA by holding regular meetings with the PTA Committee Co-chairs to discuss the activities planned and items to be funded, to ensure that they are in-keeping with the values of the academy trust.

There were no complaints received from any fundraising activities.

HARLANDS EDUCATIONAL TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Plans for future periods

The school leadership team has developed an ambitious School Vision Plan for 2024-27, aimed at moving the school forward. Priorities for 2024-25 include:

Everyone Achieves - *growing as a learning by embracing new challenges*

- Quality First Teaching
 - Appropriate use of modelling, explaining and questioning for pupils to engage with higher levels of critical thinking skills.
 - Providing pupils with the chance to talk both individually and in groups.
 - Regularly using encouragement and (authentic) praise to engage and motivate pupils.
- Adaptation
 - Providing opportunities for all of our learners to feel supported and challenged.

The Whole Child - *physical, social (interpersonal), emotional (intrapersonal) and cognitive development.*

- **Mental Health and Wellbeing:**
 - To create a school culture of wellbeing for all.
 - Identify and support dysregulated behaviour with empathy and confidence.
 - To embed the school values
 - To have consistently high expectations of 'The Harlands Way,' Ready, Respectful, Safe.
 - Accountability for choices and consequences.
- **Ambition and Resilience:**
 - Use the Harlands aspirations to set high expectations for all – low ceiling, high threshold.
 - To ensure all learners are challenged.

Building Curiosity - *nurturing curiosity and the instinct to seek solutions*

- **Enhancing learning:**
 - To continue to develop our curriculum ensuring there is clear progression of key knowledge and skills
 - To ensure there are opportunities for pupil's to apply their learning.
- **Autonomy and accountability:**
 - Build coaching into action research and performance management.
 - Use purposeful tracking and assessment across the school and curriculum
 - Use staff interests /coaching to drive CPD in staff meetings

Funds held as custodian trustee on behalf of others

The academy trust does not hold funds on behalf of others.

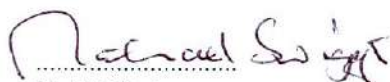
Auditor

In so far as the trustees are aware:

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

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

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 3/12/2024 and signed on its behalf by:



Mr M L Swiggs
Chair



Mr D S McKeown-Webster
Principal and Accounting Officer

HARLANDS EDUCATIONAL TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

Scope of responsibility

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

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

The board of trustees 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 Harlands Educational Trust and the Secretary of State for Education. The accounting officer is also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

The full board of trustees have met less than six times within the academic year however the trustees are satisfied that they have met regularly enough to discharge their responsibilities and ensure robust governance and effective management as in between each full trustee board meeting the sub-committees will meet; as per ATH 23 guidance, they are only obligated to meet 3 times per year and having met 4 times they are compliant with this criteria. Minutes from each of these meetings will be distributed to the full board trust board. Meetings would be called more regularly if the situation required and therefore the trustees feel they have maintained an effective oversight.

Governance

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

Trustees	Meetings attended	Out of possible
Mr F Gainsbury	3	4
Mrs V Gilsenan	3	4
Mr M L Swiggs (Chair)	4	4
Ms R Datoo		
Mr D J Nisbet	4	4
Mr D S McKeown-Webster (Principal and Accounting Officer)	4	4
Mr D E J Gwynne		
Mr D Sadler (Resigned 29 January 2024)	1	2
Mr J R Holland (Resigned 17 September 2023)	0	0
Mrs A Dudley	2	4
Mr W Durham	4	4
Mrs G A Prew (Resigned 22 February 2024)	1	2
Mrs L H Hales (Resigned 20 October 2023)	0	1
Mr M Pawson (Appointed 11 September 2023)	3	4
Mrs D Hollingum (Appointed 11 September 2023)	4	4
Mr C Robbins (Appointed 11 September 2023)	4	4
Mr R Goodrum (Appointed 20 November 2023)	3	3
Mrs C Blake (Appointed 1 March 2024)	2	2
Mrs Y Shepherd (Appointed 1 March 2024)	2	2

HARLANDS EDUCATIONAL TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Consequent upon her appointment as an associate trustee, Ms Datto is not required to attend full board meetings and does not have voting rights; she now attends School Improvement meetings only.

Mr D Gwynne, as an associate trustee, is not required to attend full board meetings and does not have voting rights; he attends Audit Committee meetings and performs the internal scrutiny role.

Mr L Collingborn has been in attendance at 3 meetings of the full board in his capacity as "staff voice".

The five members remain unchanged, being Mrs R de Mierre, Mr M Nichols, Mrs S Sansom, Mr G Stenner and Mr R Tata.

Post balance sheet events

The trust have continue to review the composition of the board of trustees. The following changes were made (or are expected).

- Mr F Gainsbury was re-appointed by the Members for a further four year term from 19 October 2024
- Mr D Gwynne was re-appointed as an Associate Trustee (Finance) by the Trustees for a further one year term from 13 July 2024
- Ms R Datto was re-appointed as an Associate Trustee (School Improvement) by the Trustees for a further one year term from 20 October 2024
- Mrs V Gilsenan has indicated that she will be standing down as a Trustee with effect from 19 December 2024. The process to recruit a replacement is underway (November 2024)

Conflicts of interest

The trust board maintain a register of pecuniary interests. This is sent out at the start of each academic year. Trustees are also asked to update their pecuniary interest statements at the end of every trust board meeting. With regard to trust board meetings, trustees are asked at the start of each meeting if they have any pecuniary interests in any agenda item. Should a trustee have a pecuniary interest in an item, appropriate steps are taken by the Chair to address this, for example, the trustee may leave the meeting at the point of the agenda item discussion.

Governance reviews

The trust board carry out a self-assessment on an annual basis. This self-assessment is based on the Confederation of School Trusts' template and is conducted at the first full trust board meeting of the academic year and is then reviewed at the end of the academic year. The findings from the review form the basis for discussion and in order to prepare areas for development for the new academic year.

The Resources Committee is a sub-committee of the main board of trustees. Its purpose is to assist the board of trustees in fulfilling its responsibilities for staffing, premises, resources, finance, business activity and off-site trips. The Audit and Risk Committee work closely with the Resources Committee to monitor finances in the Trust. Monthly management accounts are available for Resources to review. In addition to this, the Audit and Risk Committee report to Resources on their review of management accounts after each meeting.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
Mrs Hollingum (Chair)	3	3
Mr F Gainsbury	2	3
Mr R Goodrum	3	3
Mr D McKeown-Webster	3	3
Mr D Nisbet	3	3
Mr M Pawson	2	3
Mr C Robbins	3	3
Mr D Sadler	-	1

HARLANDS EDUCATIONAL TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The Audit and Risk Committee is a sub-committee of the main board of trustees. Its purpose is to assist the board of trustees in fulfilling its responsibilities of overseeing and managing the academy trust's financial reporting, accounting systems and internal controls.

Financial management accounts are available to the Audit and Risk Committee on a monthly basis; the management accounts are saved in the Governor Hub so are available for all Trustees. The Accounting Officer reviews these in advance. Using this data, the Audit Committee monitors the financial performance of the school against budget, questioning variances as. They report to the Resources Committee on their review after each meeting. There were three formal Audit Committee meetings in total.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
Mr D Nisbet (Chair)	3	3
Mrs A Dudley	-	3
Mr R Goodrum	2	2
Mr D Gwynne	3	3
Mrs L Hales	1	1
Mr D McKeown-Webster	3	3
Mr M Pawson	3	3

The School Improvement Committee is a sub-committee of the main board of trustees. It receives and reviews annual pupil performance data as end of Key Stage results and makes comparisons with data from previous years, WSCC and national statistics. The SIC also meets with School Improvement Advisors for scrutiny and external ratification of self-evaluation. Trustee visits are in operation for targeted curriculum areas and the SEN and Safeguarding Trustee report regularly to the full trustee board.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
Mr W Durham (Chair)	2	3
Mrs C Blake	1	1
Mrs R Datto	2	3
Mrs A Dudley (Acting Chair for one meeting)	3	3
Mrs V Gilsenan	2	3
Mrs D Hollingum	2	3
Mr D McKeown-Webster	3	3
Mr M Pawson	3	3
Mrs G Prew	-	1
Mr C Robbins	3	3
Mrs Y Shepherd	1	1
Mr m Swiggs	1	1

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 trustees where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by area as follows:

HARLANDS EDUCATIONAL TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Teaching

Trustees and senior leaders have continually monitored and reviewed the quality of teaching and curriculum provision by:

- Ongoing evaluation of pupil progress during the academic year
- Evaluating the effectiveness of teaching through triangulation of data, monitoring, and pupil and parent/carer feedback
- Supporting teachers to develop the curriculum and enrichment opportunities
- Identifying pastoral and pupil wellbeing needs and providing support
- Reviewing curriculum priorities, undertaking learning walks and drop-ins, pupil voice discussions
- Collaborating with schools within the Global Spirit Ed (formerly Bolton University's 'Lab Schools Network') on various action-research initiatives.

Learning

Trustees and senior leaders review the quality of children's learning by monitoring pupil progress and pupil outcomes against OFSTED criteria. Strong challenge and high support is the basis of this approach:

- Aspirations are high with targets set against the high national benchmarks to deliver good progress and at least age related expected standards for all children. End of year expectations were agreed with the Secondary schools and were focused on by teachers - particularly to ensure that any ongoing post pandemic catch-up gaps were identified, prioritised and addressed
- Use of Government recommended planning approaches (utilising resources and tools provided by the Education Endowment Fund) to target intervention provision. These resources also supported developing a longer-term Vision Plan to develop our curriculum and learning provision
- Benchmarking and analysing pupil data with local and national comparisons were used to obtain best value for money.
- Gaps in achievement are challenged and focused intervention programmes implemented, scrutinised and amended according to need.
- Additional pastoral support sessions were organised to support pupils that were struggling to engage with learning or required additional support.
- Targeted use of very limited Pupil Premium funding to provide pupils with bespoke opportunities to encourage participation in activities; additional adult help in class, and learning mentor support, resulting in improved learning, self-esteem and health outcomes.

Procurement and tendering

Trustees and senior leaders continue to develop procedures for assessing need, and obtaining goods and services which provide best value in terms of suitability, efficiency, time and cost. Measures in place include:

- Competitive tendering procedures
- Procedures which minimise admin time by the purchase of goods and services under £5,000 direct from known reliable suppliers e.g. stationery

The academy trust has worked successfully with other locality schools through the Haywards Heath area, benefitting particularly from provision to support the achievement of pupils that may require additional catch-up support.

Maximising income generation

The academy continually explores developing existing and new opportunities for income generation e.g. through letting of academy facilities and the wrap around childcare provision.

Staffing

The staffing structure is reviewed regularly against the School Vision Plan to ensure that staff are deployed efficiently to support individual pupils and the curriculum.

Financial review is also performed for other additional funding received. Staff are deployed to provide best value in terms of quality teaching, adult-pupil ratio, and curriculum management. An integrated curriculum and financial planning review of staff was undertaken in the prior year and recommendations implemented in September 2024.

HARLANDS EDUCATIONAL TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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 Harlands Educational Trust for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

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

The risk and control framework

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

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

These are reviewed and monitored by either the Audit Committee or the Resources Committee as appropriate depending on their remit.

The board of trustees has decided not to appoint an auditor for this purpose. However, the trustees have appointed, Mr D Gwynne, a suitably qualified trustee, who is not employed by the trust, to undertake regular reviews of the academy trust's financial controls and carry out a programme of internal checks. Mr D Gwynne reports to the board of trustees on the operation of the system of control and on the discharge of the financial responsibilities of the board of trustees. This arrangement is closely reviewed and monitored by the trustees. No control issues were identified during the course of this work.

The internal reviewer's role includes giving advice on financial and other matters and performing a range of checks on the academy trust's financial and other systems. In particular, the checks carried out in the period include:

- A review of the month end procedures and control accounts;
- A review of the fixed asset register, associated transactions and supporting documentation
- Review of purchasing and procurement to ensure that they are in line with policies in place; and
- Review of the monthly payroll processing and procedures.

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

HARLANDS EDUCATIONAL TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Review of effectiveness

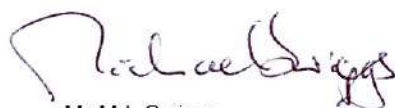
As accounting officer the principal has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal reviewer;
- 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;
- the work of the Audit and Risk Committee;
- the work of the external auditor;
- the work of the Finance Manager within the academy trust who has responsibility for the development and maintenance of the internal control framework; and
- correspondence from ESFA.

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

Based on the advice of the Audit and Risk Committee and the accounting officer, the board of trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the board of trustees on 27/12/2024 and signed on its behalf by:



Mr M L Swiggs
Chair



Mr D S McKeown-Webster
Principal and Accounting Officer

HARLANDS EDUCATIONAL TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2024

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

I confirm that I and the academy trust's board of trustees are able to identify any material irregular or improper use of funds by the academy trust, or material non-compliance with the terms and conditions of funding under the academy trust's funding agreement and the Academies Trust Handbook 2023.

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



Mr D S McKeown-Webster

Accounting Officer

3/12/24

HARLANDS EDUCATIONAL TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

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

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

In preparing these financial statements, the trustees are required to:

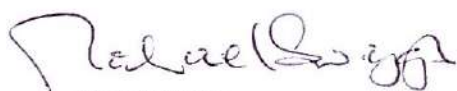
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

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

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

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

Approved by order of the members of the board of trustees on 3/12/2024 and signed on its behalf by:



Mr M L Swiggs
Chair



Mr D S McKeown-Webster
Principal and Accounting Officer

HARLANDS EDUCATIONAL TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HARLANDS EDUCATIONAL TRUST

FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the financial statements of Harlands Educational Trust for the year ended 31 August 2024 which comprise the statement of financial activities including the income and expenditure account, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources 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 2023 to 2024.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

HARLANDS EDUCATIONAL TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HARLANDS EDUCATIONAL TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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 trustees' report including the incorporated strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' 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 financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

Auditor's responsibilities for the audit of the financial statements

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

HARLANDS EDUCATIONAL TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HARLANDS EDUCATIONAL TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Obtaining an understanding of the legal and regulatory framework that the charitable company operates in, focusing on those laws and regulations that had a direct effect on the financial statements and operations;
- Obtaining an understanding of the charitable company's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud; and
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud through our knowledge and understanding of the charitable company and our sector-specific experience.

As a result of these procedures, we considered the opportunities and incentives that may exist within the charitable company for fraud. We are also required to perform specific procedures to respond to the risk of management override. As a result of performing the above, we identified the following areas as those most likely to have an impact on the financial statements: employment law and compliance with the UK Companies Act Academies Accounts Direction 2023 to 2024 and the 2023 Academies Trust Handbook.

In addition to the above, our procedures to respond to risks identified included the following:

- Making enquiries of management and those charged with governance about any known or suspected instances of non-compliance with laws and regulation, fraud or any actual or potential litigation and claims against the charitable company;
- Reviewing minutes of meetings of the board of trustees, senior management and the audit committee;
- Reviewing internal scrutiny reports for the academic year;
- Reviewing financial statement disclosures to assess compliance with applicable laws and regulations;
- Review and assess compliance with the Academies Trust Handbook 2022 and issue a separate report on compliance with regularity requirements;
- Challenging assumptions and judgements made by management in their significant accounting estimates, in particular in relation to the local government pension scheme; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

Due to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). For instance, the further removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognise the non-compliance.

HARLANDS EDUCATIONAL TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HARLANDS EDUCATIONAL TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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.

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.



Robin Evans BA FCA CTA DChA (Senior Statutory Auditor)
for and on behalf of Sumer Audit
Chartered Accountants
Statutory Auditor
Worthing
Sumer Audit is the trading name of Sumer Auditco Limited

3/12/24

HARLANDS EDUCATIONAL TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HARLANDS EDUCATIONAL TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY

FOR THE YEAR ENDED 31 AUGUST 2024

In accordance with the terms of our engagement letter dated 29 November 2023 and further to the requirements of the Educational and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Harlands Educational Trust during the period 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Harlands Educational Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Harlands Educational Trust's funding agreement with the Secretary of State for Education dated 19 March 2014 and the Academies Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

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.

HARLANDS EDUCATIONAL TRUST

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HARLANDS EDUCATIONAL TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The work undertaken to draw to our conclusion includes:

- Consideration of the evidence supporting the accounting officer's statements on regularity, propriety, and compliance;
- Review of procedures and controls ensuring their adequacy, compliance and appropriateness;
- Analytical procedures on the general activities of the academy trust;
- Planning of assurance procedures including identifying key risk areas;
- Further testing and review of the areas identified through the risk assessment including the testing and identification of control processes and examination of supporting evidence as well as additional verification and substantive testing on individual transactions.
- A review of minutes of committees and board meetings which may be relevant to regularity; and
- Consideration of discussions with key personnel including the accounting officer and governing body.

Conclusion

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

Sumer Audit

Reporting Accountant

Sumer Audit
Amelia House
Crescent Road
Worthing
West Sussex
BN11 1RL

Dated: *3/12/24*

HARLANDS EDUCATIONAL TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and capital grants	3	-	-	38,797	38,797	78,332
Charitable activities:						
- Funding for educational operations	4	1,126	2,242,398	-	2,243,524	2,025,512
Other trading activities	5	59,497	55,018	-	114,515	83,734
Investments	6	9,001	-	-	9,001	2,397
Total income and endowments		<u>69,624</u>	<u>2,297,416</u>	<u>38,797</u>	<u>2,405,837</u>	<u>2,189,975</u>
Expenditure on:						
Charitable activities:						
- Educational operations	8	11,610	2,310,285	110,261	2,432,156	2,161,871
Total expenditure	7	<u>11,610</u>	<u>2,310,285</u>	<u>110,261</u>	<u>2,432,156</u>	<u>2,161,871</u>
Net income/(expenditure)		58,014	(12,869)	(71,464)	(26,319)	28,104
Transfers between funds	16	-	(59,000)	59,000	-	-
Other recognised gains and losses						
Actuarial (losses)/gains on defined benefit pension schemes	18	-	(7,000)	-	(7,000)	96,000
Net movement in funds		58,014	(78,869)	(12,464)	(33,319)	124,104
Reconciliation of funds						
Total funds brought forward		228,223	555,985	4,081,576	4,865,784	4,741,680
Total funds carried forward		<u>286,237</u>	<u>477,116</u>	<u>4,069,112</u>	<u>4,832,465</u>	<u>4,865,784</u>

HARLANDS EDUCATIONAL TRUST

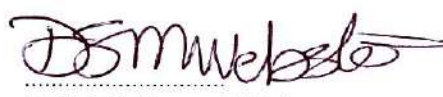
BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	12		4,260,645		4,284,521
Current assets					
Debtors	13	85,078		150,061	
Cash at bank and in hand		686,450		722,940	
		<u>771,528</u>		<u>873,001</u>	
Current liabilities					
Creditors: amounts falling due within one year	14	(199,708)		(291,738)	
Net current assets			571,820		581,263
Net assets excluding pension asset			4,832,465		4,865,784
Defined benefit pension scheme asset	18		-		-
Total net assets			<u>4,832,465</u>		<u>4,865,784</u>
Funds of the academy trust:					
Restricted funds	16				
- Fixed asset funds			4,069,112		4,081,576
- Restricted income funds			477,116		555,985
Total restricted funds			4,546,228		4,637,561
Unrestricted income funds	16		286,237		228,223
Total funds			<u>4,832,465</u>		<u>4,865,784</u>

The financial statements were approved by the board of trustees and authorised for issue on 3/12/2024 and are signed on its behalf by:


 Mr M L Swiggs
 Chair


 Mr D S McKeown-Webster
 Principal and Accounting Officer

Company registration number 08876009 (England and Wales)

HARLANDS EDUCATIONAL TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Net cash provided by operating activities	19		2,097		73,824
Cash flows from investing activities					
Dividends, interest and rents from investments		9,001		2,397	
Capital grants from DfE Group		38,797		117,720	
Purchase of tangible fixed assets		(86,385)		(176,829)	
Net cash used in investing activities			(38,587)		(56,712)
Net (decrease)/increase in cash and cash equivalents in the reporting period			(36,490)		17,112
Cash and cash equivalents at beginning of the year			722,940		705,828
Cash and cash equivalents at end of the year			686,450		722,940

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

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

1.1 Basis of preparation

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

The financial statements are prepared in sterling, which is the functional currency of the entity. Monetary amounts in these financial statements are rounded to the nearest £1.

The charity is a company limited by guarantee and has no share capital.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements. The trustees have reviewed the trust's three year budget forecast return which demonstrates the trusts ongoing viability over that period, taking into account rising cost pressures and inflationary impacts. Within this context the trustees have concluded that the trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

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

Grants receivable

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

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.

Capital grants are received for capital purposes and must be spent in line with the terms and conditions of the grant.

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

Donations

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

Other income

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

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.

Governance costs

These include the costs attributable to the academy trust's compliance with constitutional and statutory requirements, including audit, strategic management, trustees' meetings and reimbursed expenses.

1.5 Tangible fixed assets and depreciation

Assets costing £250 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Leasehold land and buildings	125 years
Computer equipment	3 years
Furniture and equipment	5 - 10 years

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

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

A full year of depreciation is charged in the year of acquisition.

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 or services it must provide.

1.7 Leased assets

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

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 as detailed in note 13. Prepayments are not financial instruments.

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

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 14. 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 Taxation

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

1.10 Pensions benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a projected unit 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.

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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 operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

If the present value of the defined benefit obligation at the reporting date is less than the fair value of plan assets at that date, the plan has a surplus. A plan surplus, as a defined benefit plan asset, is only recognised to the extent that it can be recovered either through reduced contributions in the future or through refunds from the plan.

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

1.11 Fund accounting

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

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

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

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.

Local government pension scheme

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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension asset or liability.

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Capital grants	-	38,797	38,797	78,332

All income from capital grants in the current and prior year was in relation to restricted fixed asset funds.

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
DfE/ESFA grants				
General annual grant (GAG)	-	1,862,376	1,862,376	1,783,015
Other DfE/ESFA grants:				
- UIFSM	-	92,295	92,295	78,530
- Pupil premium	-	8,445	8,445	9,440
- Others	-	140,877	140,877	70,989
	-	2,103,993	2,103,993	1,941,974
Other government grants				
Local authority grants	-	136,405	136,405	50,438
COVID-19 additional funding				
DfE/ESFA				
Catch-up premium	-	2,000	2,000	2,500
Other incoming resources	1,126	-	1,126	30,600
Total funding	1,126	2,242,398	2,243,524	2,025,512

The income from funding for educational operations was £2,243,524 (2023: £2,025,512) of which £1,126 was unrestricted (2023: £600) and £2,242,398 was restricted (2023: £2,024,912).

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Hire of facilities	36,753	-	36,753	25,274
Parental contributions - after school clubs and trips	15,394	55,018	70,412	58,460
Other income	7,350	-	7,350	-
	<u>59,497</u>	<u>55,018</u>	<u>114,515</u>	<u>83,734</u>

The income from other trading activities was £114,515 (2023: £83,734) of which £59,497 was unrestricted (2023: £29,785) and £55,018 was restricted (2023: £53,949).

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Short term deposits	9,001	-	9,001	2,397

All income from investments in the current and prior year was unrestricted.

7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2024 £	Total 2023 £
Academy's educational operations					
- Direct costs	1,591,807	-	143,538	1,735,345	1,508,667
- Allocated support costs	248,096	273,056	175,659	696,811	653,204
	<u>1,839,903</u>	<u>273,056</u>	<u>319,197</u>	<u>2,432,156</u>	<u>2,161,871</u>

The expenditure on educational operations was £2,432,156 (2023: £2,161,871) of which £1,839,903 (2023: £1,634,042) related to staff costs, £273,056 (2023: £243,417) related to premises and equipment, and £319,197 (2023: £293,412) related to other costs.

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

7	Expenditure	(Continued)			
	Net income/(expenditure) for the year includes:	2024 £	2023 £		
	Operating lease rentals	4,922	1,068		
	Depreciation of tangible fixed assets	107,212	101,421		
	Loss on disposal of fixed assets	3,049	423		
	Fees payable to auditor for:				
	- Audit	7,325	6,400		
	- Other services	3,350	5,180		
	- Teachers' pension audit	985	920		
	Net interest on defined benefit pension liability	(13,000)	3,000		
8	Charitable activities				
		Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
	Direct costs				
	Educational operations	10,960	1,724,385	1,735,345	1,508,667
	Support costs				
	Educational operations	650	696,161	696,811	653,204
		11,610	2,420,546	2,432,156	2,161,871
				2024 £	2023 £
	Analysis of support costs				
	Support staff costs			248,096	246,365
	Depreciation and (profit)/loss on assets sold			109,838	101,691
	Technology costs			33,803	22,011
	Premises costs			162,795	132,573
	Legal costs			13,974	12,926
	Other support costs			106,666	117,561
	Governance costs			21,639	20,077
				696,811	653,204

The expenditure on educational operations was £2,432,156 (2023: £2,161,871) of which £11,610 was unrestricted (2023: £3,610) and £2,420,546 was restricted (2023: £2,158,261).

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

9 Staff costs

	2024 £	2023 £
Wages and salaries	1,341,580	1,214,490
Social security costs	119,750	106,620
Pension costs	310,227	293,415
	<u>1,771,557</u>	<u>1,614,525</u>
Supply staff costs	68,346	19,517
Staff development and other staff costs	13,814	14,754
	<u>1,853,717</u>	<u>1,648,796</u>

Staff numbers

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

	2024 Number	2023 Number
Teachers	19	21
Administration and support	31	27
Management	2	2
	<u>52</u>	<u>50</u>

Higher paid staff

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

	2024 Number	2023 Number
£60,001 - £70,000	1	-
£70,001 - £80,000	1	1

The above employees participated in the Teachers' Pension Scheme.

Key management personnel

The key management personnel of the academy trust comprise the trustees and senior management team as listed on page 1.

The total amount of employee benefits (including pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £512,391 (2023: £467,912).

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

10 Trustees' remuneration and expenses

The principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of headteacher and staff, and not in respect of their services as trustees. Other trustees did not receive any payments, other than expenses, from the academy trust in respect of their role as trustees. During the year, £505 was reimbursed to two trustees in relation to expense claims consisting of teaching resources, office supplies and subsistence (2023: £298).

The value of trustees' remuneration was as follows:

Mr D McKeown-Webster (Headteacher)

Remuneration: £75,001 - £80,000 (2023 : £70,001 - £75,000)

Employer's pension contribution: £15,001 - £20,000 (2023: £15,001 - £20,000)

Remuneration reflects the payment received for the period that the trustees were in post only.

Other related party transactions involving the trustees are set out within note 22.

11 Trustees' and officers' insurance

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

12 Tangible fixed assets

	Leasehold land and buildings	Computer equipment	Furniture and equipment	Total
	£	£	£	£
Cost				
At 1 September 2023	4,344,345	158,118	337,839	4,840,302
Additions	1,521	15,582	69,282	86,385
Disposals	-	(9,957)	(9,367)	(19,324)
At 31 August 2024	4,345,866	163,743	397,754	4,907,363
Depreciation				
At 1 September 2023	323,023	106,633	126,125	555,781
On disposals	-	(9,670)	(6,605)	(16,275)
Charge for the year	34,767	31,896	40,549	107,212
At 31 August 2024	357,790	128,859	160,069	646,718
Net book value				
At 31 August 2024	3,988,076	34,884	237,685	4,260,645
At 31 August 2023	4,021,322	51,485	211,714	4,284,521

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

13 Debtors

	2024 £	2023 £
Trade debtors	20,050	58,912
VAT recoverable	18,553	51,043
Prepayments and accrued income	46,475	40,106
	<u>85,078</u>	<u>150,061</u>

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	85,949	133,982
Other taxation and social security	-	25,106
Other creditors	-	29,890
Accruals and deferred income	113,759	102,760
	<u>199,708</u>	<u>291,738</u>

15 Deferred income

	2024 £	2023 £
Deferred income is included within:		
Creditors due within one year	<u>76,607</u>	<u>84,019</u>
Deferred income at 1 September 2023	84,019	46,606
Released from previous years	(84,019)	(46,606)
Resources deferred in the year	<u>76,607</u>	<u>84,019</u>
Deferred income at 31 August 2024	<u>76,607</u>	<u>84,019</u>

At the balance sheet date the academy trust was holding funds received in advance of £53,839 for Universal Infant Free School Meals Funding, £8,708 for Devolved Formula Capital grant, £4,528 of SEN funding, £4,245 for Pupil Premium, and £5,287 for Rates grant, which relate to the 2024/25 academic year.

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

16 Funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted general funds					
General Annual Grant (GAG)	142,439	1,862,376	(1,880,894)	(59,000)	64,921
UIFSM	19,484	92,295	(96,562)	-	15,217
Pupil premium	1,986	8,445	(1)	-	10,430
Catch-up premium	9,900	2,000	-	-	11,900
Other DfE/ESFA grants	85,741	140,877	(142,877)	-	83,741
Other government grants	5,990	136,405	(136,404)	-	5,991
Other restricted funds	290,445	55,018	(60,547)	-	284,916
Pension reserve	-	-	7,000	(7,000)	-
	<u>555,985</u>	<u>2,297,416</u>	<u>(2,310,285)</u>	<u>(66,000)</u>	<u>477,116</u>
Restricted fixed asset funds					
Inherited on conversion	3,939,526	-	(34,000)	-	3,905,526
DfE group capital grants	141,971	38,797	(18,173)	-	162,595
Capital expenditure from GAG	79	-	(58,088)	59,000	991
	<u>4,081,576</u>	<u>38,797</u>	<u>(110,261)</u>	<u>59,000</u>	<u>4,069,112</u>
Total restricted funds	<u>4,637,561</u>	<u>2,336,213</u>	<u>(2,420,546)</u>	<u>(7,000)</u>	<u>4,546,228</u>
Unrestricted funds					
General funds	<u>228,223</u>	<u>69,624</u>	<u>(11,610)</u>	<u>-</u>	<u>286,237</u>
Total funds	<u>4,865,784</u>	<u>2,405,837</u>	<u>(2,432,156)</u>	<u>(7,000)</u>	<u>4,832,465</u>

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

- GAG funds are restricted to providing education
- UIFSM funding provides funding to offer free school meals to pupils in reception, year 1 and year 2.
- Pupil premium funding is provided to improve education outcomes for disadvantaged pupils.
- Catch-up premium is provided to help pupils and disadvantaged young people catch up on missed education due to COVID-19.
- Other DfE / ESFA grants relate to reimbursement for specific services
- Other government grants are in relation to the local authority SEN funding received
- Other restricted funds are held to provide trips and other activities for students and the provision of education
- Capital grants are received for capital purchases and must be spent in line with the terms and conditions of the grant.

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

During the year, the academy transferred £59,000 (2023: £59,000) from GAG funding to Capital expenditure to cover the deficit within the year.

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

16 Funds

(Continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	211,129	1,783,015	(1,792,705)	(59,000)	142,439
UIFSM	21,111	78,530	(80,157)	-	19,484
Pupil premium	1,324	9,440	(8,778)	-	1,986
Catch-up premium	-	2,500	-	-	2,500
Other DfE/ESFA grants	62,329	70,989	(47,577)	-	85,741
Other government grants	5,991	50,438	(50,439)	-	5,990
Other restricted funds	262,657	83,949	(48,761)	-	297,845
Pension reserve	(68,000)	-	(28,000)	96,000	-
	<u>496,541</u>	<u>2,078,861</u>	<u>(2,056,417)</u>	<u>37,000</u>	<u>555,985</u>
Restricted fixed asset funds					
Inherited on conversion	3,973,526	-	(34,000)	-	3,939,526
DfE group capital grants	72,045	78,332	(8,406)	-	141,971
Capital expenditure from GAG	517	-	(59,438)	59,000	79
	<u>4,046,088</u>	<u>78,332</u>	<u>(101,844)</u>	<u>59,000</u>	<u>4,081,576</u>
Total restricted funds	<u>4,542,629</u>	<u>2,157,193</u>	<u>(2,158,261)</u>	<u>96,000</u>	<u>4,637,561</u>
Unrestricted funds					
General funds	<u>199,051</u>	<u>32,782</u>	<u>(3,610)</u>	<u>-</u>	<u>228,223</u>
Total funds	<u>4,741,680</u>	<u>2,189,975</u>	<u>(2,161,871)</u>	<u>96,000</u>	<u>4,865,784</u>

17 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total 2024 £
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	-	4,260,645	4,260,645
Current assets	286,237	676,824	(191,533)	771,528
Creditors falling due within one year	-	(199,708)	-	(199,708)
	<u>286,237</u>	<u>477,116</u>	<u>4,069,112</u>	<u>4,832,465</u>

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

17 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total 2023 £ as restated
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	4,284,521	4,284,521
Current assets	228,223	847,723	(202,945)	873,001
Creditors falling due within one year	-	(291,738)	-	(291,738)
	<u>228,223</u>	<u>555,985</u>	<u>4,081,576</u>	<u>4,865,784</u>

18 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 West Sussex 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 2020 and of the LGPS related to the period ended 31 March 2022.

Contributions amounting to £Nil (2023: £29,890) were payable to the schemes at 31 August 2024 and are included within other 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 academies. All teachers have the option to opt out of the TPS following enrolment.

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

Valuation of the Teachers' Pension Scheme

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

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

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

18 Pension and similar obligations

(Continued)

The key elements of the valuation outcome are:

- Employer contribution rates set at 26.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

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

The employer's pension costs paid to the TPS in the period amounted to £217,809 (2023: £189,911).

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 is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £109,910 (2023: £98,865), of which employer's contributions totalled £86,380 (2023: £78,424) and employees' contributions totalled £23,530 (2023: £20,441). The agreed contribution rates for future years are 22.5% for employers and 5.5% to 12.5% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of 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.

Total contributions made	2024 £	2023 £
Employer's contributions	86,000	71,000
Employees' contributions	23,000	18,000
Total contributions	109,000	89,000
Principal actuarial assumptions	2024 %	2023 %
Rate of increase in salaries	4.2	4.5
Rate of increase for pensions in payment/inflation	2.7	3.0
Discount rate for scheme liabilities	5.0	5.2

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

18 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:

	2024 Years	2023 Years
Retiring today		
- Males	21.6	21.6
- Females	22.5	24.1
Retiring in 20 years		
- Males	21.8	20.2
- Females	25.9	25.8

Sensitivity analysis

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

	2024 £'000	2023 £'000
Discount rate + 0.1%	(24)	(22)
Discount rate - 0.1%	24	22
Mortality assumption + 1 year	49	43
Mortality assumption - 1 year	(49)	(43)
CPI rate + 0.1%	23	20
CPI rate - 0.1%	(23)	(20)

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

	2024 Fair value £	2023 Fair value £
Equities	842,940	701,190
Bonds	499,520	410,130
Cash	187,320	26,460
Property	31,220	185,220
Total market value of assets	1,561,000	1,323,000

The actual return on scheme assets was £151,000 (2023: £17,000).

Amount recognised in the statement of financial activities

	2024 £	2023 £
Current service cost	92,000	96,000
Interest income	(71,000)	(54,000)
Interest cost	58,000	57,000
Total amount recognised	79,000	99,000

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

18 Pension and similar obligations

(Continued)

Changes in the present value of defined benefit obligations	2024 £	2023 £
At 1 September 2023	1,323,000	1,306,000
Current service cost	92,000	96,000
Interest cost	58,000	57,000
Employee contributions	23,000	18,000
Actuarial loss/(gain)	87,000	(133,000)
Benefits paid	(22,000)	(21,000)
At 31 August 2024	1,561,000	1,323,000
Changes in the fair value of the academy trust's share of scheme assets	2024 £	2023 £
At 1 September 2023	1,323,000	1,238,000
Interest income	71,000	54,000
Actuarial (gain)/loss	80,000	(37,000)
Employer contributions	86,000	71,000
Employee contributions	23,000	18,000
Benefits paid	(22,000)	(21,000)
At 31 August 2024	1,561,000	1,323,000

As at 31 August 2024 the trust's West Sussex Pension Fund was in a surplus of £334,000 (2023: £251,000). However the criteria for the recognition of the surplus as an asset as described in accounting policy 1.10 was not met. The scheme's liability have therefore been adjusted by £334,000 (2023: £251,000) so as to not recognise the surplus.

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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

	2024 £	2023 £
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(26,319)	28,104
Adjusted for:		
Capital grants from DfE and other capital income	(38,797)	(78,332)
Investment income receivable	(9,001)	(2,397)
Defined benefit pension costs less contributions payable	6,000	25,000
Defined benefit pension scheme finance (income)/cost	(13,000)	3,000
Depreciation of tangible fixed assets	107,212	101,421
Loss on disposal of fixed assets	3,049	423
Decrease/(increase) in debtors	64,983	(88,453)
(Decrease)/increase in creditors	(92,030)	85,058
Net cash provided by operating activities	2,097	73,824

20 Analysis of changes in net funds

	1 September 2023 £	Cash flows £	31 August 2024 £
Cash	722,940	(36,490)	686,450

21 Long-term commitments

Operating leases

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

	2024 £	2023 £
Amounts due within one year	7,759	2,895
Amounts due between two and five years	10,656	5,415
	18,415	8,310

HARLANDS EDUCATIONAL TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

22 Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trust has an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and the 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 period of the account:

Neon Fox, a business run by a close family member of Mrs J Newberry, an employee of the trust, provided maintenance services to the trust at a cost of £445 (2023: £2,583) during the period. There were £nil amounts outstanding at 31 August 2024 (2023: £nil).

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.