

William Farr Church of England Comprehensive School

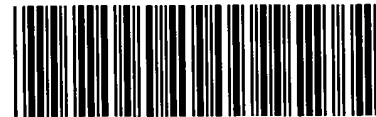
(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2025

Forrester Boyd Robson Limited
26 South Saint Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

SATURDAY



AEHTR1LC

A14

20/12/2025

#135

COMPANIES HOUSE

William Farr Church of England Comprehensive School

Contents

Reference and administrative details	1 to 2
Trustees' report	3 to 13
Governance statement	14 to 18
Statement of regularity, propriety and compliance	19
Statement of Trustees' Responsibilities	20
Independent Auditor's Report on the Financial Statements to the Members of William Farr Church of England Comprehensive School	21 to 23
Independent Reporting Accountant's Report on Regularity to William Farr Church of England Comprehensive School and the Secretary of State for Education	24 to 25
Statement of Financial Activities for the year ended 31 August 2025 (including Income and Expenditure Account)	26 to 27
Balance Sheet as at 31 August 2025	28
Statement of Cash Flows for the year ended 31 August 2025	29
Notes to the Financial Statements	30 to 51

William Farr Church of England Comprehensive School

Reference and administrative details

Members
D Cooper
B Hazzledine
J Heskins
L Norris
T Smith
D Subden (appointed 30 September 2024)

Trustees (Directors)
D Cooper, Chair
P Betts
H Brittain
M Brittain
G Edgar (appointed 1 September 2024)
J Fothergill
C Glasby
I Green (resigned 31 March 2025)
L Hawkins (appointed 31 March 2025)
C Higham
H Molloy
J Patrick (resigned 25 November 2024)
H Payne (appointed 3 September 2024)
S Shirley (resigned 18 November 2024)
D Subden, Acting Chair
P Watson

Company Secretary S Elderkin

Head Teacher G Edgar

Senior Management Team
G Edgar, Headteacher
A Gayfer, Deputy Headteacher
J Grant, Deputy Headteacher
D White, Assistant Headteacher
N Muir, Assistant Headteacher
A Bray, School Business Manager

Principal and Registered Office
Lincoln Road
Welton
Lincoln
Lincolnshire
LN2 3JB

Company Registration Number 07469546

William Farr Church of England Comprehensive School

Reference and administrative details (continued)

Auditors Forrester Boyd Robson Limited
26 South Saint Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

Bankers Lloyds Bank PLC
202 High Street
Lincoln
LN5 7AP

Solicitors Legal Services
Lincolnshire County Council
County Offices
Newland
Lincoln
LN1 1YT

William Farr Church of England Comprehensive School

Trustees' report for the Year Ended 31 August 2025

The trustees present their annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 August 2025. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

The academy trust operates as a Church of England Academy for pupils aged 11 to 18 serving a predominantly rural community, just north of Lincoln. The academy trust has a pupil capacity of 1,496 students aged 11-18 (300 students in the sixth form). It has a current roll of 1,479.

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. The trustees of William Farr Church of England Comprehensive School are also the directors of the charitable company for the purposes of company law. The charitable company is known as William Farr Church of England Comprehensive School.

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

Members' liability

Each member of the charitable company undertakes to contribute to the assets of the 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 cease to be a member.

Trustees' indemnities

The academy trust has opted into the Department for Education (DfE)'s risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. The scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover for up to £10,000,000.

Method of recruitment and appointment or election of Trustees

The number of trustees is not less than three nor more than twenty-three. The members may appoint up to 5 trustees. Other categories of trustees include foundation trustees appointed by the ex-officio foundation trustee, staff trustees elected by the staff, parent trustees elected by parents and co-opted trustees appointed by the trustees. The Headteacher is an ex-officio trustee as well as the incumbent or his/her nominee. Trustees serve for a four-year term. The trustees appointed by the members and co-opted trustees' appointments are based on a skills audit of the trustees to ensure that the trustees bring a rich skills profile to benefit the academy and its students.

Policies and procedures adopted for the induction and training of Trustees

The academy trust is keen for all its trustees to receive training. This can range from induction training for new trustees, to training for specific responsibilities (e.g. exclusions, performance management, safeguarding) and new initiatives. Trustees are also encouraged to attend national and local conferences, and access local networking opportunities.

An induction checklist provides new trustees with a range of information, training and support in their role as trustees. The Chair of Trustees gives trustees a tour around the academy and introduces them to the Headteacher and senior staff.

The board of trustees is a member of the National Governors' Association as a gold member, conferring such benefits as legal advice for trustees, conferences, advice and information. Online training can also be accessed through this organisation. Each trustee has access the Governor Hub for information and meeting documents.

William Farr Church of England Comprehensive School

Trustees' report for the Year Ended 31 August 2025 (continued)

Organisational structure

The organisational structure consists of three levels: the Members, the Trustees and the Senior Leadership Team (SLT).

The academy trust is managed by the trustees who may exercise all its powers. The trustees may delegate to any trustee, committee, the Headteacher or any other holder of an executive office, such of their powers or functions they consider should be exercised by them. Any action or decision taken with respect to the exercise of that power or function must be reported back to the next trustees' meeting. A scheme of delegation and terms of reference are approved annually.

The trustees are responsible for setting general policy, adopting an annual development plan and budget, monitoring the academy trust by the use of budgets and making major decisions about the direction of the academy trust, and senior staff appointments.

The board of trustees meets at least 4 times a year and has delegated a number of responsibilities to its committees, which are reported to and discussed at meetings. The board of trustees simplified its committee structure to an Ethos and Relationships Committee, Audit and Risk Committee, Resources Committee and Quality of Education Committee. Standing Committees included the Admissions Committee, Complaints Committee, Governor Support Committee, Pay Committee, Pupil Discipline Committee, Staff Discipline Committee and Headteacher Pay and Performance Review Committee.

During the financial year, the SLT consisted of the Headteacher who is the Accounting Officer, two Deputy Headteachers, two Assistant Headteachers and a School Business Leader. These managers control the academy trust at an executive level, being responsible for the day-to-day management of the academy, acting out the strategic decisions taken by the trustees, ensuring an annual development plan is set out, monitored and carried out successfully.

Arrangements for setting pay and remuneration of key management personnel

The remuneration of key management personnel is set at the point of recruitment in line with the academy trust's pay policy. Key management personnel are appointed at a pay point on national statutory pay scales and this is subject to review as part of the annual appraisal cycle. Performance against objectives are reviewed by the Pay Committee for Deputy and Assistant Headteachers in July. The Headteacher Performance Management Committee of three governors meets early in the academic year with the School Improvement Adviser to review the Headteacher's performance against targets. Interim meetings to review progress are held during the year.

William Farr Church of England Comprehensive School
Trustees' report for the Year Ended 31 August 2025 (continued)

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
3	3

Percentage of time spent on facility time

Percentage of time

1%-50%

Number of employees

3

Percentage of pay bill spent on facility time

Provide the total cost of facility time

Provide the total pay bill

2025

2,293

6,014,522

The percentage of the total pay bill spent on paid facility time hours is 0.03%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100

2025

2.00

Connected organisations, including related party relationships

The academy trust has a strong relationship with the Lincoln Diocesan education team. The Diocesan Director of Education is a member of the academy trust. The Diocesan Board of Education has the statutory responsibility for the Statutory Inspection of Anglican and Methodist Schools (SIAMS) inspection of the academy trust. The most recent SIAMS inspection in March 2019 was very successful, with the academy being awarded 'excellent'.

The academy trust is part of the Lead Teaching Hub, which aims to improve outcomes for students in the region by supporting the recruitment and development of teachers. Schools are supported in their delivery and practice at a whole-school and departmental level.

H R Solutions (GB) Limited provided HR services to the academy trust. D Subden is a Director of the company and a Trustee of the school.

The school is working collaboratively with St Lawrence Academy Trust (Scunthorpe) on a formal basis supporting William Farr with their financial services.

There are no other connected organisations and trustees, and senior staff are required to disclose any related party transactions in accordance with DfE requirements and charity law.

William Farr Church of England Comprehensive School

Trustees' report for the Year Ended 31 August 2025 (continued)

Objectives and activities

Objects and aims

The principal object of the Trust is contained in Article 4 of its Articles of Association:

The Academy Trust's object ("the Object") is specifically restricted to the following: to advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school with a designated Church of England religious character offering a broad and balanced curriculum ("the Academy") conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arranging for religious education and daily acts of worship (as required by the Funding Agreement) and in having regard to the advice of the Diocesan Board of Education.

Objectives, strategies and activities

The academy trust's main strategy is encompassed in its vision statement, which is reviewed annually:

to provide all members of the school community with the opportunities to engage with 'life in all its fullness' (John 10:10) through the highest quality of education, encouragement and endeavour.

We are committed to striving for excellence and ensuring that all students are known, valued and can achieve.

The academy trust's core values are: Compassion, Friendship, Respect, Perseverance, Responsibility, Wisdom.

2024-25 Summary of Action

A new Headteacher was appointed initially on a secondment in September 2024 alongside a new School Business Manager. The interim Headteacher role was made substantive in early 2025. In conjunction with the existing small SLT, a number of budgetary, leadership and cultural changes were identified as having to be addressed. In October 2024, the school was facing a potential in year deficit of approximately £300,000. By October 2025, the school had a carry forward of approximately £280,000.

To that end, key actions during 2024-25 have included:

- a staffing reorganisation was carried out to improve leadership and reduce TLR costs.
- further savings were identified, with funds utilised to improve the site & IT facilities
- significant other changes were enacted, detailed below.

Although this was not without its challenges, the reorganisation commenced in September 2025 and embedding of the new model will continue to be monitored during the academic year to ide. This Governors & SLT acknowledge the impact it had on the staff body and thank them for their professionalism in dealing with changes which were without precedent in the last 20 years. If the budget allows, there will be further changes to improve pastoral provision in the school.

In place of Departments a Faculty system has been implemented. New Faculty Heads are being developed by their own bespoke training & coaching programme with significant time being allowed for one-to-one coaching. It is envisaged that a similar programme will be rolled out for Asst HOFs.

One area that was identified as needing strengthened was the SEND Faculty. Two Asst SENDCo roles have been established to enable the SENDCo to be more strategic in their role. Training is being provided for TAs to assist them in dealing with a changing cohort. A raft of changes has been brought in, building on the previous incumbent's good work.

William Farr Church of England Comprehensive School

Trustees' report for the Year Ended 31 August 2025 (continued)

A flatter leadership structure is in place with middle leaders having greater autonomy with the expectation that they develop their own leadership skills and those of their team. The new structure and roles have presented the full teaching body with new opportunities for career development and the recruitment process led to greater diversity of applicants for internal roles. Through the Faculty leadership, we will seek to continue to develop talent and potential.

As part of the restructure a Data, Systems; Workforce Reduction Lead was appointed to automate systems to reduce the workload of staff. Many processes have already been automated and the SLT will always look to reduce staff workload through more efficient systems, greater automation; use of AI.

The SLT has been expanded from September 2025 to ensure there is the leadership capacity to drive the school forward. The impact of greater leadership capacity is being seen from September 2025 in terms of driving through the structural changes enacted in 2024-25.

TLR 3s will be used to provide whole school leadership opportunities on the Literacy, Numeracy and the House system.

Timetable and Options Choices processes were put in place in early 2025, ready for implementation in September 2025. The previous one-week timetable which was rigid and inflexible has been replaced by a two-week timetable which has already allowed more flexibility and led to cost savings. Options Choices had previously been done in pre-determined blocks which had restricted student choice and led to small group sizes. Current Y10 & Y12 (from Sept 2025) had a free choice with the Option Blocks being determined after choices had been made. This has led to greater student satisfaction, more economic class sizes and fewer option changes. One consequence of the free Options has been the growth of numbers for MFL in Year 10. It is hoped that this will help re-establish MFL at A level.

The Sixth Form Curriculum has been broadened to allow for a wider range of subjects and qualifications to be studied. This, alongside less onerous entrance qualifications, has created a more diverse and inclusive cohort with a record number of students in Year 12: 144 with 23 students new to William Farr joining us. Early indications suggest that this has been a very positive move. We intend to continue broadening our curriculum and looking to establish the WFS post-16 curriculum as having points of difference within the local context: for example, a comprehensive MFL offer (with possible expansion of subjects) & Music.

During 2024/25, we implemented a five-year plan for site improvement and introduced a training programme for our Estates team. Site improvements thus far include:

- Completion of perimeter fencing
- Replacement of two boilers, leading to greater efficiency in energy use
- Sixth Form Centre open for use & furnished
- Sixth Form study area has been re-floored
- 6 Classrooms have been re-carpeted as part of a rolling programme

During 2025/26, we are implementing a five-year plan for ICT and as we adopt greater budgetary discipline it is hoped that both the site & ICT provision improve dramatically. IT improvements include:

- Automatic sign-in/out for staff, Sixth Form students & visitors
- New Canteen Tills
- 166 new machines
- New computers in four classrooms
- Admin computers replaced
- Sixth Form computers replaced
- Changes to password protocol

School Development Plan 2024-25

Please see below for the priorities. The green highlighting shows what was achieved in 2024-25, yellow what was partially achieved and white has been carried forward.

This was a year of great change in the school and Governors & SLT appreciate the professionalism of the staff in dealing with these changes.

William Farr Church of England Comprehensive School

Trustees' report for the Year Ended 31 August 2025 (continued)

School Development Plan 2025-26

The SDP priorities for 2025-26 follow on and the format has been changed to reflect the changes in the Ofsted Framework.

<p>WILLIAM FARR SDP SUMMARY OF PRIORITIES 2024 – 25 <i>Our Vision is for our staff and students to engage in life in all its fullness (John 10:10) through high quality education, professional development, encouragement and endeavour.</i></p>
<p>QUALITY OF EDUCATION</p> <ul style="list-style-type: none"> Maintain & improve outcomes & progress for Groups Review the timetable to best serve the needs of the students Promote greater inclusivity and diversity of learning environment and community
<p>BEHAVIOUR & ATTITUDES</p> <ul style="list-style-type: none"> Improve attendance to an average of 95% across the school with focus on DA PP students Review and adapt the behaviour policy Support the further development OF THE HUB
<p>PERSONAL DEVELOPMENT</p> <ul style="list-style-type: none"> Continue to engage students in extra-curricular and enrichment activities
<p>SIXTH FORM PROVISION</p> <ul style="list-style-type: none"> Develop an appropriate curriculum for a modern Sixth Form Increase Sixth Form student numbers Achieve a positive Key Stage 5 valued added score
<p>SCHOOL BUSINESS MANAGEMENT</p> <ul style="list-style-type: none"> Improvement of school site Improvement of IT provision & processes Align WFS financial processes with Audit report and Academies' Handbook Provide more H&S training Development of school site Review support staff roles & responsibilities to maximise the talent in the building
<p>LEADERSHIP & MANAGEMENT</p> <ul style="list-style-type: none"> Develop leadership at all levels in the school Build partnerships with other schools at both primary & secondary phases Explore ways in which technology can be better utilised to reduce staff workload & simplify processes, thus reducing staff workload and improving wellbeing Enhance Governor involvement in strategic development Improve safeguarding awareness amongst all staff Improve the use of data to drive school improvement & communication with parents

<p>WILLIAM FARR SDP SUMMARY OF PRIORITIES 2025 – 26 <i>Our Vision is for our staff and students to engage in life in all its fullness (John 10:10) through high quality education, professional development, encouragement and endeavour.</i></p>
<p>1. SAFEGUARDING</p> <ul style="list-style-type: none"> Improve safeguarding awareness amongst students, parents, staff & governors Develop greater parental engagement with safeguarding issues
<p>2. INCLUSION</p> <ul style="list-style-type: none"> Develop SEND provision & create a "no ceiling" mindset for SEND students Further develop a sense of belonging at WFS Provide CPD on managing behavioural issues
<p>3. CURRICULUM & TEACHING</p> <ul style="list-style-type: none"> Maintain & improve outcomes & progress for Groups Review Marking & Feedback Prepare the ground for a Curriculum Review in 2026-27 following the Government's review Increase the uptake in Languages Develop a collaborative approach to lesson observation to develop pedagogy
<p>4. ACHIEVEMENT</p> <ul style="list-style-type: none"> Develop an automated RAG-rated markbook which feeds into an end of term datapoint, therefore reducing staff workload and which highlights underachievement Publish the markbook to parents on MICAS with RAG-rated assessments Data-driven targeted assessments Increased accountability for students Use of FFT Aspire for targets
<p>5. ATTENDANCE & BEHAVIOUR</p> <ul style="list-style-type: none"> Improve attendance to an average of 96% across the school with focus on DA PP students Review and adapt the behaviour policy Support the further development of the Hub Raise the profile of the House System, linking it to positive behaviour Embed the new House Points & Rewards system

William Farr Church of England Comprehensive School

Trustees' report for the Year Ended 31 August 2025 (continued)

<p>6. PERSONAL DEVELOPMENT & WELL-BEING</p> <ul style="list-style-type: none"> • Continue to engage students in extra-curricular and enrichment activities • Aim to develop an easy & efficient way of recording participation in extra-curricular activities • Develop RSE programme • Develop the Pastoral Support team • Provide counselling for students • Tailored solutions for students who are dysregulated after the longer school holidays
<p>7. POST-16 PROVISION</p> <ul style="list-style-type: none"> • Develop an appropriate curriculum for a modern Sixth Form • Increase Sixth Form student numbers • Achieve a positive Key Stage 5 valued added score • Grow & develop the Alumni for the benefit of existing students: "If you can see it, you can be it!"
<p>8. SCHOOL BUSINESS MANAGEMENT</p> <ul style="list-style-type: none"> • Improvement of school site • Improvement of IT provision & processes • Align WFS financial processes with Audit report and Academies' Handbook • Provide more H&S training • Review support staff roles & responsibilities to maximise the talent in the building
<p>9. LEADERSHIP & GOVERNANCE</p> <ul style="list-style-type: none"> • Develop leadership at all levels in the school • Build partnerships with other schools at both primary & secondary phases • Explore ways in which technology can be better utilised to reduce staff workload & simplify processes, thus improving wellbeing • Enhance Governor involvement in strategic development • Improve safeguarding awareness amongst all staff • Improve the use of data to drive school improvement & communication with parents

Public benefit

In setting our objectives and planning our activities the trustees have carefully considered the Charity Commission's general guidance on public benefit. The key public benefit delivered by the Trust is the provision of high-quality education to its students. Money raised is sent directly to the allocated charity. Year groups organise a variety of fund-raising activities during the course of the academic year in line with our vision and values.

Strategic Report

Achievements and performance

Key performance indicators

The Finance Committee used the following Key Financial Performance Indicators:

- Operate within the agreed annual budget.
- Produce a rolling 3-year budget plan with contingency and revenue / capital reserves built in, in line with the finance policy.
- Contingency £50k pa.
- Revenue reserves £25k pa.
- Capital reserves £50k pa.

With the increase in government funding received we have finished the year with a strong surplus, this being greater than the surplus budgeted for. This has therefore allowed us to operate within the agreed annual budget for the 24/25 year and set us up to build on our reserves going forward.

Since improving the financial planning with a reorganisation of jobs and roles, we have been able to create a much more detailed budget plan taking into account any possible changes in staffing or contracts which are now mapped in to the correct and relevant years. This is an ongoing operation year on year with regular staffing reviews. These measures will further add to cost savings and will also allow the academy trust to improve the cash and reserve position going forward.

The new catering contact has allowed the academy trust to better budget for future expenditure and has also added to the savings seen this year adding to the surplus. The academy trust is referencing this for other operational areas and as a result we should see further savings with cleaning contracts, grounds maintenance contracts etc.

William Farr Church of England Comprehensive School

Trustees' report for the Year Ended 31 August 2025 (continued)

Key non-financial performance indicators

Exam Results 2025

GCSE Results

Using a typical KS2 benchmark for WFS from the last 3 years in comparison to the A8 score, we would estimate this cohort would be around +0.28 as a P8.

	2018	2019	2020*	2021*	2022*	2023	2024	2025
A8	5.39	5.29	5.51	5.56	5.14	5.34	5.15	5.06
P8	-0.35	-0.47			-0.31	-0.52	-0.43	N/A

The 'Basics' measure for English and Maths has dropped marginally from last year - pending reviews and remarks:

	2018	2019	2020*	2021*	2022*	2023	2024	2025
5+	57.6%	55.7%	60.3%	62.2%	55.5%	62.0%	53.8%	52.5%
4+	79.8%	77.9%	82.7%	81.1%	81.4%	84.0%	76.7%	75.8%

Summary:

A strong performance by a cohort significant affected by COVID.

- 75% achieved a pass in both English and Maths.
- 72% achieved at least 5 grades 9 to 4 including English and Maths.
- 25% of grades were grade 7 and above.

A Level Results

Comparison with historical points per entry very encouraging:

	2018	2019	2020*	2021*	2022*	2023	2024	2025
PPE	34.89	34.19	40.16	42.59	38.84	35.34	36.67	38.14
L3VA	-0.02	-0.25					-0.01	+0.15**

** L3VA is based on 2024 algorithm and very likely to shift.

Summary

- The Level 3 Value Added (L3VA) is provisionally positive but nonetheless represents a real step forward in progress.
- The average Points per Entry (PPE) has improved dramatically, the best of the last 3 years and significantly above the pre-COVID years.
- 31% A / A* in A Level subjects (24% last year) rising to 35% (31% last year) if including EPQ.
- 83% C+ in A Level subjects (79% last year).
- 45% of students achieved a place at a Russell Group university.
- Whilst there were no Oxbridge places this year, there were 3 medics and students gained places at prestigious universities such as the LSE.
- Students also gained places at college and degree apprenticeships with blue-chip organisation such as Rolls Royce and Siemens.

Both sets of results represent excellent achievement of our students, none of which could have been achieved without the dedication, commitment and diligence of the staff at William Farr, all of whom are committed to securing the best possible outcomes for our students.

William Farr Church of England Comprehensive School
Trustees' report for the Year Ended 31 August 2025 (continued)

Going concern

After making appropriate enquiries, the trustees have 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 accounting policies.

Financial review

Financial review

The majority of the academy trust's annual income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received during the year ended 31 August 2025 and its associated expenditure are shown as restricted general funds in the Statement of Financial Activities.

At 31 August 2025, the academy trust has total funds of £13,140,984 (2024: £10,603,759).

At 31 August 2025 the Local Government Pension Scheme balance was £Nil (2024: £Nil). The actuarial valuation of the academy trust's share of the balance determined a surplus of £2,887,000 (2024: £1,360,000) to which an asset ceiling has been applied on the basis that the surplus will not be recovered by reduced contributions or any refund.

Financial and risk management objectives and policies

The SLT and trustees monitor financial exposure, using management accounts recording actual activity against forecast in conjunction with procedures laid out in its Finance Policy.

The board of trustees recognises the importance of setting a detailed budget, which is compiled for each line of income and expenditure, using incremental budgeting based on input from SLT budget stakeholders prior to discussion at SLT meetings. Following discussions at SLT meetings, a final draft budget recommended by the SLT is presented to the Resources Committee for consideration and then taken to the board of trustees for approval.

The board of trustees recognises the importance of regular budget monitoring in helping to detect accounting errors and identify, as early as possible, potential under-spending and over-spending.

The Headteacher, School Business Leader and SLT monitored the budget regularly through 2024/2025. The School Business Leader produced monthly reports for each Resources Committee meeting after reviewing printouts from the academy's financial system for:

- Errors;
- Miscoding;
- Large or unusual items;
- Potential underspends or overspends against budget; and
- Taking appropriate action where necessary.

The board of trustees recognises the importance of proper financial administration to safeguard against inaccuracies and out of date information being used to make erroneous financial decisions in the academy.

During the preparation of the accounts, month end reconciliations of key Balance Sheet accounts, including bank accounts, aged debtors and aged creditors, are completed and reviewed by the School Business Leader. This process was supported through the management accounting services from our finance system team. Funding streams and salary costs are also monitored and reconciled to budget so that the financial risk of a deficit budget occurring is reduced.

William Farr Church of England Comprehensive School

Trustees' report for the Year Ended 31 August 2025 (continued)

Reserves policy

The trustees review the reserves levels of the academy trust annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The trustees have determined that £50,000 per annum should go into capital reserves and £25,000 should be put into revenue reserves, building the revenue reserves up to £160,000 (equivalent to one week's opening reserve). Approval by the board of trustees is required to put a smaller figure into either capital or revenue reserves.

At 31 August 2025, the academy trust had total free reserves of £983,811 (2024: £656,351) being made up of restricted general funds (excluding pension reserves) of £750,640 (2024: £589,572) and unrestricted funds of £233,171 (2024: £66,779).

At 31 August 2025, of the total restricted fixed asset fund of £12,157,173 (2024: £9,947,408), the net book value of fixed assets of £12,254,311 (2024: £10,056,692) can only be realised by disposing of tangible fixed assets.

Investment policy

There are no investments beyond cash deposits in the academy trust's bank. The trustees have not wished to make any speculative investments.

Principal risks and uncertainties

The academy trust has a Risk Register as laid out in the Academy Trust Handbook which is reviewed periodically at SLT, Resources Committee meetings and Audit & Risk Committee meetings with either a rationale to tolerate the risk or control procedures to be put in place with a target date to treat the risk. Risks are assessed in terms of likelihood and impact with levels ranging from low to very high.

Fundraising

The academy does not engage any commercial fundraising organisations but supports the Friends of William Farr with their fundraising for the academy.

Plans for future periods

Strategic Priority 2025- 26:

To deliver an exceptional climate for learning through an inclusive school community.

Objectives based on:

- School Self-Evaluation Form (SEF) and areas for development. This is currently being revised in light of the new Ofsted framework and will be shared with Governors in November. Our initial findings can be found below in the form of a report card similar to that used by Ofsted.
- Review of School Development Plan with SLT input on priorities
- Exam analysis
- Feedback from Quality Assurance processes
- Sound financial management of accounts to enable the school to develop strategically
- A clear vision for the future direction of the school

William Farr Church of England Comprehensive School
Trustees' report for the Year Ended 31 August 2025 (continued)

William Farr CofE Comprehensive School

Self-Evaluation Summary Judgement					
1. Safeguarding	Not Met	Met			
	Urgent Improvement	Needs Attention	Expected	Strong	Exceptional
2. Inclusion					
3. Curriculum & Teaching					
4. Achievement					
5. Attendance & Behaviour					
6. Personal Development & Wellbeing					
7. Post-16 Provision					
8. Leadership & Governance					

Funds held as Custodian Trustee on behalf of others

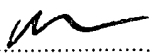
The academy holds 16-19 bursary funding on behalf of students as recorded in the notes to the accounts.

Auditor

Insofar 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.

The trustees' report, incorporating a Strategic Report, was approved by order of the members of the board of trustees on 24 November 2025 and signed on its behalf by:



D Subden
 Acting Chair of Trustees

William Farr Church of England Comprehensive School

Governance statement

Scope of responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that William Farr Church of England Comprehensive School has an effective and appropriate system of control, financial and otherwise. We do this through focus on the three key functions of Governance:

- overseeing the financial performance of the academy and making sure its money is well spent
- holding the Headteacher to account for the educational performance of the school and its pupils; and
- ensuring clarity of vision, ethos and strategic direction.

However, such a system is designed to manage rather than eliminate the risk to failure to achieve business objectives and can only provide 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 Guide.

The board of trustees has delegated the day-to-day responsibility to the Headteacher 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 William Farr Church of England Comprehensive School and the Secretary of State for Education. They are also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

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

Trustee	Meetings attended	Out of a possible
D Cooper	4	4
P Betts	3	4
H Brittain	4	4
M Brittain	3	4
G Edgar (appointed 1 September 2024)	4	4
J Fothergill	4	4
C Glasby	4	4
I Green (resigned 31 March 2025)	3	3
L Hawkins (appointed 31 March 2025)	2	2
C Higham	4	4
H Molloy	2	4
J Patrick (resigned 25 November 2024)	1	2
H Payne (appointed 3 September 2024)	4	4
S Shirley (resigned 18 November 2024)	1	1
D Subden (appointed 30 September 2024)	4	4
P Watson	4	4

During the year, there were 4 appointments and 3 resignations of trustees.

William Farr Church of England Comprehensive School

Governance statement (continued)

Board of trustees performance

- Board of trustee members are required to attend annual Safeguarding training alongside tailored development/ learning offered via NGA website (including induction training packages) and Governor Hub. As a Church of England academy, Governors continue to attend in person or virtually as necessary at Diocesan networking events to ensure the board is as current as possible with Diocesan processes. During 2024/25, trustees undertook training from the Local Authority in relation to Complaints, Pupil Panels and Permanent Exclusions.
- The board of trustees worked with the Accounting Officer during 2024/25 to improve reporting / data being used by the board through the use of Power BI. This has supported greater scrutiny of Leaders to ensure that WFS is offering the best opportunities for our students.
- Safeguarding has been improved throughout the school during 2024/25 via changes to the estates e.g. fencing / gate system.
- The board assures itself on the quality of data being reviewed by comparing school data with national data and benchmarking. Alongside this, Board members combine attendance at formal Board meetings with regular and varied school visits that include - attending staff INSET days; operating as Link Governors and working with nominated staff on key areas such as Safeguarding, Inclusion, Finances / Budget and sixth form development; attending school events; inviting Student Groups to attend forums and speaking with students, and parents / guardians at school events. Board of trustee visits enable us to triangulate and sense-check data that is presented in formal board meetings with the reality outside / in school.
- The strategic principles and priorities agreed for the school continue to be appropriate and the majority, with some amendments, have been rolled forward into the current academic year.
- The board of trustees has supported the introduction of a broader and more balanced curriculum for introduction in 2025/26. This is particularly relevant for our A levels and we anticipate that a broader / more inclusive approach will increase student retention.
- During 2024/25, the board has overseen the development and build of a new sixth form building to cater for student needs more effectively / appropriately.

This is all done to ensure that the school vision allowing students to enjoy 'life in all its fullness'. Internal audits conducted during the year have provided learning points for the academy trust and it is pleasing that none of the audits raised serious issues of concern.

Conflicts of interest

The board of trustees has clear processes and procedures to manage any potential / likely conflicts of interest, which includes:

- At the beginning of every Board meeting, we require all trustees to declare any known and potential conflicts of interest. These are formally recorded and trustees are required to leave the meeting and / or are excluded from voting if there is a conflict.
- We require all trustees to complete a 'Register of Pecuniary Interests' on an annual basis (beginning of each academic year).
- We require all trustees to read, adopt and confirm that they understand their duties under the Code of Conduct on an annual basis.

William Farr Church of England Comprehensive School

Governance statement (continued)

Governance reviews

We effectively managed a number of key transitions linked to membership of the board of trustees including:

- Deepening our trustee skills and knowledge of the school by working with the new Headteacher to align trustee engagement with the SDP; developing how and what we capture via Governor Visits; improved bedding transitioning skilled and competent former board of trustee members into these roles. This transition / succession planning has ensured that there is strong knowledge of the school and critical skills e.g. financial within the Members.
- Effective succession planning for a new interim and then permanent Headteacher (Accounting Officer) appointment, and a successful transition timetable between the outgoing / incoming Chair and Accounting Officer to ensure an effective transfer of knowledge.
- Board of trustees skills audit, and diversity and inclusion data was utilised to identify skills / knowledge development areas. The results from this work led to the recruitment of new trustee members with education, financial, and executive leadership experience to strengthen our governance practices.

The Resources Committee is a sub-committee of the main board of trustees. Its purpose is to:

- To monitor and review expenditure on a regular basis and ensure compliance with its Funding Agreement.
- To consider a draft budget based on priorities in the School Development Plan to present to the board of trustees for adoption.
- To establish and monitor procedures for sound budgetary control.
- To determine financial delegation.
- To respond to any issues arising from the audit of the academy trust's accounts.
- To ensure that financial implications of staffing decisions are identified and budgeted for.
- To recommend the appointment of auditors to the board of trustees.

Attendance at meetings during the year was as follows:

Trustee	Meetings attended	Out of a possible
H Brittain	5	6
D Cooper	5	6
G Edgar (appointed 1 September 2024)	6	6
I Green (resigned 31 March 2025)	3	4
C Higham	2	2
J Patrick (resigned 25 November 2024)	1	2
H Payne (appointed 3 September 2024)	6	6
S Shirley (resigned 18 November 2024)	0	2

William Farr Church of England Comprehensive School

Governance statement (continued)

Review of value for money

As Accounting Officer, the Headteacher 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 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 or by using a framework where appropriate. The Accounting Officer for the academy trust has delivered improved value for money during the year by:

- Continuing to work towards the stated strategic aim of reducing the spend on staffing costs to 80% of the overall budget. Staffing costs are the single highest cost to the academy trust and the Accounting Officer has ensured that appointed staff are necessary and appropriately recompensed for their role.
- Consistently using a three-quotation process for the supply of goods and services where required in line with the finance policy.
- Re-negotiating contracts whenever possible to reduce costs.

The board of trustees is committed to achieving Best Value in all decisions made. It uses the principles of Best Value as they apply to securing continuous improvement in the academy trust, and will:

- Regularly review and evaluate the functions of the academy trust, challenging how and why services are provided and setting targets and performance indicators for improvement.
- Monitor outcomes and compare performance with similar schools and within the academy trust.
- Consult appropriate stakeholders before major decisions are made.
- Promote fair competition through quotations and tenders to ensure that goods and services are secured in the most economic, efficient and effective way.

The board strives to ensure that the academy trust is using its resources effectively to meet the needs of the pupils and staff. It will submit its Best Value statement with the annual budget plan. The progress of the annual budget plan and the Best Value statement will be monitored with the School Development Plan in order to determine the extent of continuous improvement.

The academy trust has in place a strategy and a set of guidelines, updated annually that will ensure that Best Value will be reviewed and demonstrated.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of 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 William Farr Church of England Comprehensive School for the year ended 31 August 2025 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy trust is exposed, together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the year ended 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

William Farr Church of England Comprehensive School

Governance statement (continued)

The risk and control framework

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

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

The board of trustees has decided:

- to buy-in an internal audit service from Wright Vigar Limited.

The auditor'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 current period included:

- Governance
- Purchasing

The internal auditor 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 and annually prepares an annual summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

There were no material control or other issues reported by the internal auditor to date.

Review of effectiveness

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

- The work of the internal auditor.
- The 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 external auditor.
- Monthly oversight and support with the chosen finance system adopted by the academy trust.

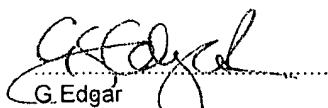
Conclusion

Based on the advice of the Resources Committee and the Accounting Officer, the board of trustees is of the opinion that the academy trust has adequate and effective framework for governance, risk management and control.

Approved by order of the members of the board of trustees on 24 November 2025 and signed on its behalf by:



.....
D Subden
Acting Chair of Trustees


.....
G. Edgar
Accounting Officer

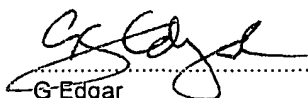
William Farr Church of England Comprehensive School

Statement of regularity, propriety and compliance

As Accounting Officer of William Farr Church of England Comprehensive School, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the academy trust's funding agreement with DfE, and the requirements of the Academy Trust Handbook, including responsibilities for estates safety and management. I have also considered my responsibility to notify the academy trust board of trustees and DfE of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management.

I confirm that I and the board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the framework of authorities.

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


G. Edgar
Accounting Officer

24 November 2025

William Farr Church of England Comprehensive School

Statement of Trustees' Responsibilities

The Trustees who are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Annual Accounts Direction published by the Department for Education, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

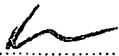
- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Annual Accounts Direction 2024 to 2025;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 grants received from the 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 on 24 November 2025 and signed on its behalf by:



.....
D Subden
Acting Chair of Trustees

William Farr Church of England Comprehensive School

Independent Auditor's Report on the Financial Statements to the Members of William Farr Church of England Comprehensive School

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor 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 academy trust's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

William Farr Church of England Comprehensive School

Independent Auditor's Report on the Financial Statements to the Members of William Farr Church of England Comprehensive School (continued)

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the strategic report and the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report and the strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters where 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 (Directors) 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 set out on page 20, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Discussions with management, including consideration of known or suspected instances of non-compliance held.
- Challenging assumptions and judgements made within significant accounting estimates and judgements such as depreciation and the local government pension scheme liability.
- Testing of income, bank, purchases and payroll, systems and controls and providing conclusions on the regularity of samples chosen.
- Identification of key laws and regulations central to the academies operations and review of compliance with such laws including a review of the Academy Trust Handbook and correspondence with solicitors to identify any on-going litigation.
- Testing of journal entries and potential override of systems.

William Farr Church of England Comprehensive School

Independent Auditor's Report on the Financial Statements to the Members of William Farr Church of England Comprehensive School (continued)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 academy trust's Members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the academy trust's Members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy trust and its Members, as a body, for our audit work, for this report, or for the opinions we have formed.

Forrester Boyd Robson Limited

Amy Ennis BSc FCA (Senior Statutory Auditor)

For and on behalf of Forrester Boyd Robson Limited, Statutory Auditor

26 South Saint Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

Date: *19/12/2025*

William Farr Church of England Comprehensive School

Independent Reporting Accountant's Report on Regularity to William Farr Church of England Comprehensive School and the Secretary of State for Education

In accordance with the terms of our engagement letter dated 3 October 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by William Farr Church of England Comprehensive School during the period 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

This report is made solely to William Farr Church of England Comprehensive School and the Secretary of State for Education in accordance with the terms of our engagement letter. Our work has been undertaken so that we may state to William Farr Church of England Comprehensive School and the Secretary of State for Education those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than William Farr Church of England Comprehensive School and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of the accounting officer of William Farr Church of England Comprehensive School and the reporting accountant

The accounting officer is responsible, under the requirements of William Farr Church of England Comprehensive School's funding agreement with the Secretary of State for Education and the Academy Trust Handbook for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts. 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 2024 to 31 August 2025 have not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by DfE, which requires a limited assurance engagement as set out in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- Assessing the risk of irregularity, impropriety and non-compliance.
- Evaluating the system and control environment with a review of the key systems and controls to confirm operation and effectiveness in the year.
- Reviewing expenditure to confirm the appropriateness based on the academy trust's charitable activities and value for money.
- Reviewing the academy trust's connected party arrangements, transactions and balances.

William Farr Church of England Comprehensive School

Independent Reporting Accountant's Report on Regularity to William Farr Church of England Comprehensive School and the Secretary of State for Education (continued)

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 year from 1 September 2024 to 31 August 2025 has not been applied for the purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Forrester Boyd Robson Limited

Amy Ennis BSc FCA (Reporting Accountant)
For and on behalf of Forrester Boyd Robson Limited,

26 South Saint Mary's Gate
Grimsby
North East Lincolnshire
DN31 1LW

Date: *19/12/2025*

William Farr Church of England Comprehensive School

**Statement of Financial Activities for the Year Ended 31 August 2025
(including Income and Expenditure Account)**

	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2024/25 Total £	2023/24 Total £
Income and endowments from:						
Donations and capital grants	2	-	-	2,219,630	2,219,630	23,228
Other trading activities	4	129,649	-	-	129,649	179,389
Investments	5	14,841	-	-	14,841	6,584
<i>Charitable activities:</i>						
Funding for the Academy trust's educational operations	3	<u>397,164</u>	<u>10,431,093</u>	<u>-</u>	<u>10,828,257</u>	<u>10,082,988</u>
Total		541,654	10,431,093	2,219,630	13,192,377	10,292,189
Expenditure on:						
<i>Charitable activities:</i>						
Academy trust educational operations	7	<u>375,262</u>	<u>9,816,902</u>	<u>303,988</u>	<u>10,496,152</u>	<u>10,409,661</u>
Net income/(expenditure)		166,392	614,191	1,915,642	2,696,225	(117,472)
Transfers between funds		-	(294,123)	294,123	-	-
Other recognised gains and losses						
Actuarial gains / (losses) on defined benefit pension schemes	24	<u>-</u>	<u>(159,000)</u>	<u>-</u>	<u>(159,000)</u>	<u>(176,000)</u>
Net movement in funds/(deficit)		166,392	161,068	2,209,765	2,537,225	(293,472)
Reconciliation of funds						
Total funds brought forward at 1 September 2024		<u>66,779</u>	<u>589,572</u>	<u>9,947,408</u>	<u>10,603,759</u>	<u>10,897,231</u>
Total funds carried forward at 31 August 2025		<u><u>233,171</u></u>	<u><u>750,640</u></u>	<u><u>12,157,173</u></u>	<u><u>13,140,984</u></u>	<u><u>10,603,759</u></u>

William Farr Church of England Comprehensive School

**Statement of Financial Activities for the Year Ended 31 August 2024
(including Income and Expenditure Account)**

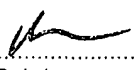
	Note	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	2023/24 Total £
Income and endowments from:					
Donations and capital grants	2	-	-	23,228	23,228
Other trading activities	4	179,389	-	-	179,389
Investments	5	6,584	-	-	6,584
<i>Charitable activities:</i>					
Funding for the Academy trust's educational operations	3	464,809	9,618,179	-	10,082,988
Total		650,782	9,618,179	23,228	10,292,189
Expenditure on:					
<i>Charitable activities:</i>					
Academy trust educational operations	7	607,003	9,521,914	280,744	10,409,661
Net income/(expenditure)		43,779	96,265	(257,516)	(117,472)
Transfers between funds		-	(161,006)	161,006	-
Other recognised gains and losses					
Actuarial gains / (losses) on defined benefit pension schemes	24	-	(176,000)	-	(176,000)
Net movement in funds/(deficit)		43,779	(240,741)	(96,510)	(293,472)
Reconciliation of funds					
Total funds brought forward at 1 September 2023		23,000	830,314	10,043,917	10,897,231
Total funds carried forward at 31 August 2024		66,779	589,573	9,947,407	10,603,759

William Farr Church of England Comprehensive School

**(Registration number: 07469546)
Balance Sheet as at 31 August 2025**

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	11	12,254,311	10,056,692
Current assets			
Debtors	12	390,867	503,335
Cash at bank and in hand	21	<u>1,364,560</u>	<u>926,231</u>
		1,755,427	1,429,566
Liabilities			
Creditors: Amounts falling due within one year	13	<u>(772,494)</u>	<u>(774,093)</u>
Net current assets		<u>982,933</u>	<u>655,473</u>
Total assets less current liabilities		13,237,244	10,712,165
Creditors: Amounts falling due after more than one year	14	<u>(96,260)</u>	<u>(108,406)</u>
Net assets excluding pension asset		<u>13,140,984</u>	<u>10,603,759</u>
Total net assets		<u>13,140,984</u>	<u>10,603,759</u>
Funds of the Academy:			
Restricted funds			
Restricted general fund	15	750,640	589,572
Restricted fixed asset fund	15	<u>12,157,173</u>	<u>9,947,408</u>
		12,907,813	10,536,980
Unrestricted funds			
Unrestricted general fund	15	<u>233,171</u>	<u>66,779</u>
Total funds		<u>13,140,984</u>	<u>10,603,759</u>

The financial statements on pages 26 to 51 were approved by the Trustees, and authorised for issue on 24 November 2025 and signed on their behalf by:


.....
D Subden
Acting Chair of Trustees

William Farr Church of England Comprehensive School
Statement of Cash Flows for the year ended 31 August 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	18	744,405	(311,697)
Cash flows from investing activities	20	(293,930)	(129,569)
Cash flows from financing activities	19	<u>(12,146)</u>	<u>(6,866)</u>
Change in cash and cash equivalents in the year		438,329	(448,132)
Cash and cash equivalents at 1 September		<u>926,231</u>	<u>1,374,363</u>
Cash and cash equivalents at 31 August	21	<u><u>1,364,560</u></u>	<u><u>926,231</u></u>

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025

1 Accounting policies

General Information

The academy trust is a company limited by guarantee and is an exempt charity incorporated in England & Wales. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The company registration number is 07469546.

The address of its registered and principal office is:

Lincoln Road
Welton
Lincoln
Lincolnshire
LN2 3JB

These financial statements cover the individual entity, William Farr Church of England Comprehensive School.

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

Basis of preparation

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

The financial statements are prepared in sterling which is the functional currency of the academy trust and have been rounded to the nearest pound.

Going concern

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

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

1 Accounting policies (continued)

Income

All incoming resources are recognised when the academy trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Grants

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

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

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

Other income

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

Donated fixed assets

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

Expenditure

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

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

This includes all expenditure incurred by the academy trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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.

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

1 Accounting policies (continued)

Tangible fixed assets

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, per the table below. Where an asset comprises of two or more components which have substantially different useful lives, each component is depreciated separately over its useful economic life.

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.

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.

Asset class	Depreciation method and rate
Leasehold land and buildings	2% straight line
Furniture and equipment	20% straight line
Computer equipment	33% straight line
Motor vehicles	25% straight line

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.

Leased assets

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

Financial Instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

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

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

1 Accounting policies (continued)

Taxation

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

Pension benefits

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

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

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

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

Fund accounting

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

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

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

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

1 Accounting policies (continued)

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions will impact on 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 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Tangible fixed assets are recognised at cost less accumulated depreciation and any impairment. Depreciation takes place over the estimated useful life down to the assessed residual value. The carrying amount of the academy trust's fixed assets is reviewed as soon as changed conditions show that a need for impairment has arisen.

Critical areas of judgement

The academy trust has assessed whether any LGPS surplus should be recognised as a pension asset or whether the surplus should be restricted. The assessment is based on the recognition criteria as to whether the academy trust is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme. The assessment also includes the judgement that future service contributions are a minimum funding requirement for the LGPS.

The academy trust assessment has resulted in a restriction to the surplus recognised to £Nil.

Agency accounting

The academy trust acts as an agent in distributing 16-19 bursary funds from DfE. Payments received from DfE and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The funds received and paid and any balances held are disclosed in note 26.

2 Donations and capital grants

	Restricted Fixed Asset Funds £	2024/25 Total £	2023/24 Total £
Capital grants	29,630	29,630	23,228
Donations - local authority asset transfer	<u>2,190,000</u>	<u>2,190,000</u>	-
	<u>2,219,630</u>	<u>2,219,630</u>	<u>23,228</u>

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

3 Funding for the academy trust's charitable activities

	Unrestricted Funds £	Restricted General Funds £	2024/25 Total £	2023/24 Total £
Educational operations				
DfE revenue grants				
General Annual Grant (GAG)	-	7,360,013	7,360,013	6,998,910
16 to 19 Allocation	-	1,188,927	1,188,927	1,182,383
Pupil Premium	-	280,631	280,631	264,112
MSAG	-	-	-	246,920
Core Schools Budget Grant (CSBG)	-	313,812	313,812	-
Teachers Pay Grant	-	127,309	127,309	126,705
Teachers Pension Grant	-	232,448	232,448	123,302
Other DfE Group Grants	-	157,848	157,848	117,292
	<u>-</u>	<u>9,660,988</u>	<u>9,660,988</u>	<u>9,059,624</u>
Other government grants				
SEN 1-1 Funding	-	742,643	742,643	552,929
Other Local Authority Revenue Grants	-	27,462	27,462	5,626
	<u>-</u>	<u>770,105</u>	<u>770,105</u>	<u>558,555</u>
Non-government grants and other income				
Trips income	222,764	-	222,764	105,070
Catering income	174,400	-	174,400	359,739
	<u>397,164</u>	<u>-</u>	<u>397,164</u>	<u>464,809</u>
Total	<u>397,164</u>	<u>10,431,093</u>	<u>10,828,257</u>	<u>10,082,988</u>

Income classifications for the year end 31 August 2025 and the comparatives have been reassigned to different categories in order to present in line with the DfE's Chart of Accounts. The change in classification has not resulted in any adjustment of the fund categories.

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

4 Other trading activities

	Unrestricted Funds £	2024/25 Total £	2023/24 Total £
Hire of facilities	10,993	10,993	10,120
Other sales	118,656	118,656	169,269
	<u>129,649</u>	<u>129,649</u>	<u>179,389</u>

Income classifications for the year end 31 August 2025 and the comparatives have been reassigned to different categories in order to present in line with the DfE's Chart of Accounts. The change in classification has not resulted in any adjustment of the fund categories.

5 Investment income

	Unrestricted Funds £	2024/25 Total £	2023/24 Total £
Bank interest	14,841	14,841	6,584

6 Expenditure

	Non Pay Expenditure			2024/25 Total £	2023/24 Total £
	Staff costs £	Premises £	Other costs £		
Academy trust's educational operations					
Direct costs	6,392,844	266,515	649,366	7,308,725	6,887,325
Allocated support costs	1,952,857	802,316	432,254	3,187,427	3,522,336
	<u>8,345,701</u>	<u>1,068,831</u>	<u>1,081,620</u>	<u>10,496,152</u>	<u>10,409,661</u>

Expenditure classifications for the year end 31 August 2025 and the comparatives have been reassigned to different categories in order to present in line with the DfE's Chart of Accounts. The change in classification has not resulted in any adjustment of the fund categories.

Net income/(expenditure) for the year includes:

	2024/25 £	2023/24 £
Operating lease rentals	101,115	120,653
Depreciation	303,988	280,744
Fees payable to auditor - audit	10,000	9,500
- other audit services	6,600	7,240

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

7 Charitable activities

	Total 2025 £	Total 2024 £
Direct costs - educational operations		
Teaching and educational support staff costs	6,392,844	6,125,628
Depreciation	266,515	263,074
Educational supplies	250,704	221,091
Examination fees	173,240	152,019
Staff development	15,754	11,113
School trips	201,449	98,034
Technology costs	6,585	8,156
Educational consultancy	-	615
Other direct costs	<u>1,634</u>	<u>7,595</u>
	<u>7,308,725</u>	<u>6,887,325</u>
Support costs - educational operations		
Support staff costs	2,040,857	2,248,478
LGPS service cost adjustment	(88,000)	(114,000)
Depreciation	37,473	17,670
Technology costs	125,915	114,308
Maintenance of premises and equipment	176,674	125,923
Cleaning	162,926	145,893
Rent, rates and utilities	389,168	505,286
Insurance	36,075	34,661
Security and transport	13,558	7,721
Catering	155,446	285,827
Legal costs	7,110	8,368
Professional fees	131,056	114,901
Other support costs	53,412	68,679
Interest payable	3,300	1,561
Governance costs	20,457	21,060
Interest on defined benefit pension scheme	<u>(78,000)</u>	<u>(64,000)</u>
	<u>3,187,427</u>	<u>3,522,336</u>
Total direct and support costs	<u>10,496,152</u>	<u>10,409,661</u>

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

8 Staff

Staff costs and employee benefits

	2024/25 £	2023/24 £
Staff costs during the year were:		
Wages and salaries	6,014,522	6,139,873
Social security costs	656,649	590,702
Operating costs of defined benefit pension schemes	<u>1,520,161</u>	<u>1,390,627</u>
	8,191,332	8,121,202
Agency staff costs	145,477	138,904
Staff restructuring costs	<u>8,892</u>	<u>-</u>
	<u><u>8,345,701</u></u>	<u><u>8,260,106</u></u>

Severance payments

The academy trust paid 1 severance payment in the year disclosed in the following bands:

	2024/25 £	2023/24 £
0 - £25,000	<u>1</u>	<u>-</u>

Special staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £8,892 (2024: £Nil). Individually, the payments were:

Non-contractual payments £8,892

Staff numbers

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

	2024/25 No	2023/24 No
Teachers	87	88
Administration and support	75	91
Management	<u>6</u>	<u>7</u>
	<u><u>168</u></u>	<u><u>186</u></u>

Higher paid staff

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

	2024/25 No	2023/24 No
£60,001 - £70,000	11	3
£70,001 - £80,000	2	4
£80,001 - £90,000	2	-
£110,001 - £120,000	<u>1</u>	<u>1</u>

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

8 Staff (continued)

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £848,433 (2024: £800,795).

9 Related party transactions - trustees' remuneration and expenses

One or more trustees has been paid remuneration or has received other benefits from employment with the academy trust. The Headteacher and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff members under their contracts of employment, and not in respect of their role as trustees. The value of trustees' remuneration and other benefits was as follows:

G Edgar (Headteacher):

Remuneration: £110,000 - £115,000 (2024 - £Nil)

Employer's pension contributions: £30,000 - £35,000 (2024 - £Nil)

H Brittain (Staff Trustee):

Remuneration: £55,000 - £60,000 (2024 - £55,000 - £60,000)

Employer's pension contributions: £15,000 - £20,000 (2024 - £10,000 - £15,000)

M Brittain (Staff Trustee):

Remuneration: £50,000 - £55,000 (2024 - £50,000 - £55,000)

Employer's pension contributions: £15,000 - £20,000 (2024 - £10,000 - £15,000)

J Knowler (Headteacher):

Remuneration: £Nil (2024 - £115,000 - £120,000)

Employer's pension contributions: £Nil (2024 - £30,000 - £35,000)

During the year ended 31 August 2025, travel and subsistence expenses totalling £Nil (2024 - £Nil) were reimbursed or paid directly to the trustees (2024 - none).

Other related party transactions involving the trustees are set out in note 25.

10 Trustees' and officers' insurance

The academy trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust 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.

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

11 Tangible fixed assets

	Leasehold land and buildings £	Assets under construction £	Furniture and equipment £	Computer equipment £	Motor vehicles £	2024/25 Total £
Cost						
At 1 September 2024	13,233,473	43,000	580,362	726,523	10,900	14,594,258
Additions	206,452	-	-	139,655	8,500	354,607
Inherited assets	2,190,000	-	-	-	-	2,190,000
Disposals	(43,000)	-	-	-	-	(43,000)
Transfers	43,000	(43,000)	-	-	-	-
At 31 August 2025	<u>15,629,925</u>	<u>-</u>	<u>580,362</u>	<u>866,178</u>	<u>19,400</u>	<u>17,095,865</u>
Depreciation						
At 1 September 2024	3,293,569	-	569,972	670,846	3,179	4,537,566
Charge for the year	266,515	-	3,609	30,431	3,433	303,988
At 31 August 2025	<u>3,560,084</u>	<u>-</u>	<u>573,581</u>	<u>701,277</u>	<u>6,612</u>	<u>4,841,554</u>
Net book value						
At 31 August 2025	<u>12,069,841</u>	<u>-</u>	<u>6,781</u>	<u>164,901</u>	<u>12,788</u>	<u>12,254,311</u>
At 31 August 2024	<u>9,939,904</u>	<u>43,000</u>	<u>10,390</u>	<u>55,677</u>	<u>7,721</u>	<u>10,056,692</u>

The academy trust's transactions relating to leasehold land and buildings included:

Inherited assets of £2,190,000 in relation to the donation from the Local Authority for the new Sixth Form building.

12 Debtors

	2025 £	2024 £
Trade debtors	6,803	11,304
Prepayments	161,622	130,290
Accrued grant and other income	90,528	146,600
VAT recoverable	<u>131,914</u>	<u>215,141</u>
	<u>390,867</u>	<u>503,335</u>

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

13 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	221,056	171,439
Other taxation and social security	152,745	137,489
Loans	11,026	11,026
Other creditors	234,149	218,824
Accruals	72,376	139,020
Deferred income	<u>81,142</u>	<u>96,295</u>
	<u>772,494</u>	<u>774,093</u>
	2025	2024
	£	£
Deferred income		
Deferred income at 1 September 2024	96,295	-
Resources deferred in the period	81,142	96,295
Amounts released from previous periods	<u>(96,295)</u>	<u>-</u>
Deferred income at 31 August 2025	<u>81,142</u>	<u>96,295</u>

At the year-end, the Academy has deferred income in respect of trips taking place in the next academic year.

Loans

Loans of £11,026 (2024: £11,026) Condition Improvement Funding (CIF) Loan provided by the DfE which is provided on the following terms:

Below ground water mains - loan with an interest rate of 2.07% for a period of 10 years until August 2032. Fixed repayments are made every month by reducing the General Annual Grant received until the loan is repaid.

Flat roof replacement - loan with an interest rate of 2.07% for a period of 10 years until August 2032. Fixed repayments are made every month by reducing the General Annual Grant received until the loan is repaid.

Perimeter fencing loan - loan with an interest rate of 2.07% for a period of 10 years until August 2034. Fixed repayments are made every month by reducing the General Annual Grant received until the loan is repaid.

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

14 Creditors: amounts falling due in greater than one year

	2025	2024
	£	£
Loans	96,260	108,406

Loans

Loans of £96,260 (2024: £108,406) from Condition Improvement Funding Loan (CIF) provided by the DfE which is provided on the following terms:

Below ground water mains - loan with an interest rate of 2.07% for a period of 10 years until August 2032. Fixed repayments are made every month by reducing the General Annual Grant received until the loan is repaid.

Flat roof replacement - loan with an interest rate of 2.07% for a period of 10 years until August 2032. Fixed repayments are made every month by reducing the General Annual Grant received until the loan is repaid.

Perimeter fencing loan - loan with an interest rate of 2.07% for a period of 10 years until August 2034. Fixed repayments are made every month by reducing the General Annual Grant received until the loan is repaid.

15 Funds

	Balance at 1 September 2024	Incoming resources	Resources expended	Gains, losses and transfers	Balance at 31 August 2025
	£	£	£	£	£
Restricted general funds					
General Annual Grant (GAG)	543,339	7,360,013	(6,906,535)	(294,123)	702,694
Other DfE grants	46,233	2,300,975	(2,299,262)	-	47,946
Local authority grants	-	770,105	(770,105)	-	-
Pension reserve	-	-	159,000	(159,000)	-
	589,572	10,431,093	(9,816,902)	(453,123)	750,640
Restricted fixed asset funds					
NBV of conversion / donated assets	8,325,000	2,190,000	(225,000)	-	10,290,000
NBV of assets funded by DfE capital grants	313,790	-	(10,663)	29,630	332,757
NBV of assets funded by GAG	1,417,902	-	(68,325)	281,977	1,631,554
CIF loans	(119,432)	-	-	12,146	(107,286)
DfE capital grants	10,148	29,630	-	(29,630)	10,148
	9,947,408	2,219,630	(303,988)	294,123	12,157,173
Total restricted funds	10,536,980	12,650,723	(10,120,890)	(159,000)	12,907,813
Unrestricted funds					
Unrestricted general funds	66,779	541,654	(375,262)	-	233,171
Total funds	10,603,759	13,192,377	(10,496,152)	(159,000)	13,140,984

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

15 Funds (continued)

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

	Balance at 1 September 2023 £	Incoming resources £	Resources expended £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted funds					
<i>Restricted general funds</i>					
General Annual Grant (GAG)	793,938	8,181,294	(8,264,021)	(167,872)	543,339
Other DfE grants	43,241	878,330	(875,338)	-	46,233
Local authority grants	-	558,555	(558,555)	-	-
<i>Restricted fixed asset funds</i>					
NBV of conversion / donated assets	8,550,000	-	(225,000)	-	8,325,000
NBV of assets funded by DfE capital grants	256,497	-	(10,572)	67,865	313,790
NBV of assets funded by GAG	1,302,068	-	(45,172)	161,006	1,417,902
CIF loans	(126,298)	-	-	6,866	(119,432)
DfE capital grants	54,785	23,228	-	(67,865)	10,148
<i>Pension reserve funds</i>					
Pension reserve	-	-	176,000	(176,000)	-
Total restricted funds	<u>10,874,231</u>	<u>9,641,407</u>	<u>(9,802,658)</u>	<u>(176,000)</u>	<u>10,536,980</u>
<i>Unrestricted general funds</i>					
General funds	<u>23,000</u>	<u>650,782</u>	<u>(607,003)</u>	<u>-</u>	<u>66,779</u>
Total unrestricted funds	<u>23,000</u>	<u>650,782</u>	<u>(607,003)</u>	<u>-</u>	<u>66,779</u>
Total endowment funds	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total funds	<u>10,897,231</u>	<u>10,292,189</u>	<u>(10,409,661)</u>	<u>(176,000)</u>	<u>10,603,759</u>

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

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

15 Funds (continued)

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

Restricted general funds:

General Annual Grant (GAG) must be used for the normal running costs of the academy trust.

Other DfE grants represent funding streams received from the DfE to be spent for the specific purposes intended.

Local authority grants represents funding received from the local authority to be spent for the specific purposes intended.

Pension reserve fund:

The pension reserve represents the closing balance on the academy trust's share of the Local Government Pension Scheme.

Restricted fixed asset funds:

NBV of fixed assets represents the net book value of land, buildings and other assets.

CIF loans represents the total liability owed by the academy trust in relation to borrowings linked to CIF projects undertaken.

DfE capital grants represents the funding received from the DfE for the specific purpose of capital expenditure.

Unrestricted general funds:

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

Material transfers:

Transfers have been made from restricted general funds to restricted fixed asset funds in relation to fixed assets acquired from GAG income with a value of £281,977 and the settlement of the CIF loan repayment of £12,146.

16 Analysis of net assets between funds

Fund balances at 31 August 2025 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	12,254,311	12,254,311
Current assets	233,171	1,512,108	10,148	1,755,427
Current liabilities	-	(761,468)	(11,026)	(772,494)
Creditors over 1 year	-	-	(96,260)	(96,260)
Total net assets	233,171	750,640	12,157,173	13,140,984

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

16 Analysis of net assets between funds (continued)

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

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	10,056,692	10,056,692
Current assets	66,779	1,352,639	10,148	1,429,566
Current liabilities	-	(763,067)	(11,026)	(774,093)
Creditors over 1 year	-	-	(108,406)	(108,406)
Total net assets	<u>66,779</u>	<u>589,572</u>	<u>9,947,408</u>	<u>10,603,759</u>

17 Long-term commitments, including operating leases

Operating leases

At 31 August 2025 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2025 £	2024 £
Amounts due within one year	7,120	101,115
Amounts due between one and five years	<u>7,120</u>	<u>14,240</u>
	<u>14,240</u>	<u>115,355</u>

18 Reconciliation of net income/(expenditure) to net cash inflow/(outflow) from operating activities

	2024/25 £	2023/24 £
Net income/(expenditure)	2,696,225	(117,472)
Depreciation	303,988	280,744
Capital grants from DfE and other capital income	(29,630)	(23,228)
Donated asset from local authority	(2,190,000)	-
Interest receivable	(14,841)	(6,584)
Defined benefit pension scheme current service cost	(88,000)	(114,000)
Defined benefit pension scheme finance cost	(78,000)	(64,000)
Defined benefit pension scheme administration cost	7,000	2,000
Decrease in stocks	-	9,263
Decrease/(increase) in debtors	112,468	(145,482)
Increase/(decrease) in creditors	<u>25,195</u>	<u>(132,938)</u>
Net cash provided by/(used in) operating activities	<u>744,405</u>	<u>(311,697)</u>

19 Cash flows from financing activities

	2025 £	2024 £
Repayments of borrowing	<u>(12,146)</u>	<u>(6,866)</u>
Net cash used in financing activities	<u>(12,146)</u>	<u>(6,866)</u>

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

20 Cash flows from investing activities

	2024/25 £	2023/24 £
Interest received	14,841	6,584
Purchase of tangible fixed assets	(338,401)	(159,381)
Capital grants from DfE Group	29,630	23,228
Net cash used in investing activities	<u>(293,930)</u>	<u>(129,569)</u>

21 Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand and at bank	<u>1,364,560</u>	<u>926,231</u>
Total cash and cash equivalents	<u>1,364,560</u>	<u>926,231</u>

22 Analysis of changes in net debt

	At 1 September 2024 £	Cash flows £	Other non-cash changes £	At 31 August 2025 £
Cash	926,231	438,329	-	1,364,560
Loans falling due within one year	(11,026)	12,146	(12,146)	(11,026)
Loans falling due after more than one year	<u>(108,406)</u>	-	12,146	<u>(96,260)</u>
	<u>(119,432)</u>	<u>12,146</u>	-	<u>(107,286)</u>
Total	<u>806,799</u>	<u>450,475</u>	-	<u>1,257,274</u>

23 Member liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while 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 cease to be a member.

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

24 Pension and similar obligations

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

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS to the period ended 31 March 2022.

Contributions amounting to £168,524 (2024: £164,758) were payable to the schemes at 31 August and are included within creditors.

Teachers' Pension Scheme

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

The TPS is an unfunded scheme to which both 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. The key elements of the valuation outcome are:

The key elements of the valuation and subsequent consultation are:

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

The result of this valuation was implemented on 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

The employer's pension costs paid to TPS in the period amounted to £1,238,457 (2024: £1,085,083).

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

Under the definitions set out in Financial Reporting Standard 102 (FRS 102), the TPS is a 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.

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

24 Pension and similar obligations (continued)

Local government pension scheme

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £459,000 (2024 - £510,000), of which employer's contributions totalled £374,000 (2024 - £415,000) and employees' contributions totalled £85,000 (2024 - £95,000). The agreed contribution rates for future years are 25.7 per cent for employers and 5.5 to 12.5 per cent for employees.

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

Principal actuarial assumptions

	2025	2024
	%	%
Rate of increase in salaries	3.50	3.80
Rate of increase for pensions in payment/inflation	2.50	2.80
Discount rate for scheme liabilities	6.00	5.10
RPI increases	<u>3.00</u>	<u>3.20</u>

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

	2025	2024
Retiring today		
Males retiring today	21.40	19.50
Females retiring today	23.40	22.70
Retiring in 20 years		
Males retiring in 20 years	23.00	20.70
Females retiring in 20 years	<u>25.10</u>	<u>24.10</u>

Sensitivity analysis

	2025	2024
	£	£
Discount rate +0.1%	(105,000)	(125,000)
Discount rate -0.1%	107,000	128,000
Mortality assumption – 1 year increase	173,000	231,000
Mortality assumption – 1 year decrease	(168,000)	(224,000)
CPI rate +0.1%	104,000	123,000
CPI rate -0.1%	<u>(102,000)</u>	<u>(120,000)</u>

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

24 Pension and similar obligations (continued)

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

	2025 £	2024 £
Equities	5,437,000	4,878,000
Bonds	1,211,000	1,236,000
Property	748,000	632,000
Other	<u>2,465,000</u>	<u>2,152,000</u>
Total market value of assets	<u>9,861,000</u>	<u>8,898,000</u>

The actual return on scheme assets was £672,000 (2024 - £836,000).

Amounts recognised in the statement of financial activities

	2024/25 £	2023/24 £
Current service cost	(286,000)	(301,000)
Interest income	457,000	422,000
Interest cost	(379,000)	(358,000)
Admin expenses	<u>(7,000)</u>	<u>(2,000)</u>
Total amount recognized in the SOFA	<u>(215,000)</u>	<u>(239,000)</u>

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

	2024/25 £	2023/24 £
At start of period	7,538,000	6,732,000
Current service cost	286,000	301,000
Interest cost	379,000	358,000
Employee contributions	85,000	95,000
Actuarial (gain)/loss	(1,153,000)	217,000
Benefits paid	<u>(161,000)</u>	<u>(165,000)</u>
At 31 August	<u>6,974,000</u>	<u>7,538,000</u>

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

24 Pension and similar obligations (continued)

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

	2024/25	2023/24
	£	£
At start of period	7,538,000	6,732,000
Interest income	457,000	422,000
Actuarial gain/(loss)	215,000	414,000
Employer contributions	374,000	415,000
Employee contributions	85,000	95,000
Benefits paid	(161,000)	(165,000)
Defined benefit pension scheme administration cost	(7,000)	(2,000)
Asset ceiling	(1,527,000)	(373,000)
At 31 August	<u>6,974,000</u>	<u>7,538,000</u>

The actuarial report valued a pension scheme surplus of £2,887,000 (2024: £1,360,000) to which the asset ceiling restriction has been applied as the trustees do not believe that the surplus is recoverable through reduced contributions in the future or through refunds from the plan.

25 Related party transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. The following related party transactions took place in the financial period.

Expenditure related party transactions

During the year the academy made the following related party transactions:

H. R Solutions (GB) Limited

D Subden, a trustee, is a director and shareholder of H. R Solutions (GB) Limited.

During the year, H. R Solutions (GB) Limited provided services to the academy trust during the year totalling £31,974 (2024: £31,380).

The element above £2,500 has been provided 'at no more than cost' and H. R Solutions (GB) Limited has provided a statement of assurance confirming this.

At the balance sheet date the amount due to H. R Solutions (GB) Limited was £6,474 (2024 - £2,869).

T Subden

T Subden, the son of D Subden, a trustee, is employed by the academy trust. T Subden's appointment was made in open competition and D Subden was not involved in the decision-making process regarding appointment. T Subden is paid within the normal pay scale for their role and receives no special treatment as a result of the relationship to a trustee.

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

William Farr Church of England Comprehensive School

Notes to the Financial Statements for the Year Ended 31 August 2025 (continued)

26 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for DfE. In the accounting period ending 31 August 2025 the academy trust received £17,041 and disbursed £4,219 from the fund. An amount of £57,465 is included in other creditors relating to undistributed funds.

Comparatives for the accounting period ending 31 August 2024 are £21,931 received, £7,851 disbursed and £44,643 included in other creditors.