

Company registration number 07534901 (England and Wales)

STAPLOE EDUCATION TRUST
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2024

STAPLOE EDUCATION TRUST

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STAPLOE EDUCATION TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members

N Close
M Banyard
G Greet
D Snashall
E Whalley

Trustees

K Barnes
A Baughan
A Bevan
M Cooper
W Hornby
L Lofting
K Lofts
K Notley
P Sargeant
D Snashall (Vice Chair)
S Wright (Chair)

Senior management team

- Executive Headteacher and Accounting Officer	C Taylor
- Operations Director (until February 2024)	L Levings
- Headteacher SVC	J Hampson
- Headteacher KPS	S Horsley
- Headteacher SPS	J Segust
- Headteacher WPS	R Sabharwal
- Interim CFO (from November 2023)	D Riddick

Company secretary

R James

Company registration number

07534901 (England and Wales)

Registered office

Soham Village College
Sand Street
Soham
Ely
Cambridgeshire
CB7 5AA
United Kingdom

Academies operated

Soham Village College
Kennett Primary School
The Shade Primary School
The Weatheralls Primary School

Location

Soham
Kennett
Soham
Soham

Headteacher

J Hampson
S Horsley
J Segust
R Sabharwal

STAPLOE EDUCATION TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Independent auditor Azets Audit Services
Westpoint
Lynch Wood
Peterborough
Cambridgeshire
PE2 6FZ
United Kingdom

Bankers Barclays Bank plc
28 High Street
Ely
Cambridgeshire
CB7 4LA
United Kingdom

Solicitors Stone King LLP
Wellington House
East Road
Cambridge
CB1 1BH
United Kingdom

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their Annual Report together with the financial statements and Auditor's Report of Staploe Education Trust ("the charitable company" or "the Trust") for the year from 1 September 2023 to 31 August 2024. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' Report under company law. The Trust operates three primary schools and one secondary school in Cambridgeshire.

- Soham Village College (Joined the Trust on 1 April 2011)
- Kennett Primary School (Joined the Trust on 1 December 2012)
- The Shade Primary School (Opened on 1 September 2013)
- The Weatheralls Primary School (Joined the Trust on 1 February 2017)

Structure, governance and management

Constitution

The 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..

The Trustees of Staploe Education Trust are also the Directors of the Charitable Company for the purposes of company law. Details of the Trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on Page 3.

Members' liability

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

Trustees' indemnities

The 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 Trust business, and provides cover up to £10,000,000.

Method of recruitment and appointment or election of Trustees

The arrangements are as set out in the Articles and Funding Agreement.

The revised articles require that the Trust shall have not less than three Trustees, with no maximum. Up to 13 Trustees can be appointed by the Members and up to four school Trustees appointed by the Trustees from nominations made by our school advisory bodies. There shall be a minimum of two parent Trustees. If the Trustees do not approve the appointment of any or all nominees, then the Trustees may appoint other individuals as school Trustees. The Board contains Trustees with a range of skills and experience and care is taken to ensure this balance remains when recruiting new Trustees.

Policies and procedures adopted for the induction and training of Trustees

The Trust is committed to providing adequate opportunities for Trustees and Advisory Body members to undertake and receive suitable training so as to enable them to perform their role effectively. A full induction is provided for Trustees and Advisory Body members which includes the governance roles and structure, safeguarding and child protection training.

As well as internal training led by Trust staff three times a year, Staploe Education Trust draws on support and expertise from a range of sources including the National Governance Association and the Confederation of School Trusts. All new Trustees and Advisory Body members are given access to a secure area, which gives them direct access to all Trust and governance information, including strategic planning documents, minutes and Trustees have access to management accounts.

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Organisational structure

The Trust has five committees

- Trust Board,
- Risk and Audit Committee
- Finance Committee
- Infrastructure Committee
- Trust Review Committee
- School Effectiveness Committee

The Risk and Audit Committee meets at least three times per year to provide scrutiny to the Trust, receive Audit reports and identify risks and opportunities to the Trust, its members schools, its employees, students and volunteers. Particular attention is paid to financial reporting, budgeting, risk management, external audit and school academic performance.

The Finance Committee meets at least five times per year to support, review, monitor and provide financial challenge and oversight in line with the Trust Handbook and Accounts Direction documentation.

Due to staffing issues during the 2023-24 academic year, the Trust has been supported by an interim external CFO in full agreement with the DfE.

The Infrastructure Committee meets three times per year and directs, monitors and challenges on Trust business management functions including HR, Premises, Health & Safety and ICT Strategy.

The Trust Review Committee meets at least twice per year and makes decisions required under the Whole Trust Pay Policy and the Appraisal Policy for all members of support and teaching staff. The committee reviews and approves all appraisal decisions as part of the annual review process in accordance with the Trust Pay Policy.

The School Effectiveness Committee meetings five times per year and provides scrutiny of the quality of education and school effectiveness across the Trust.

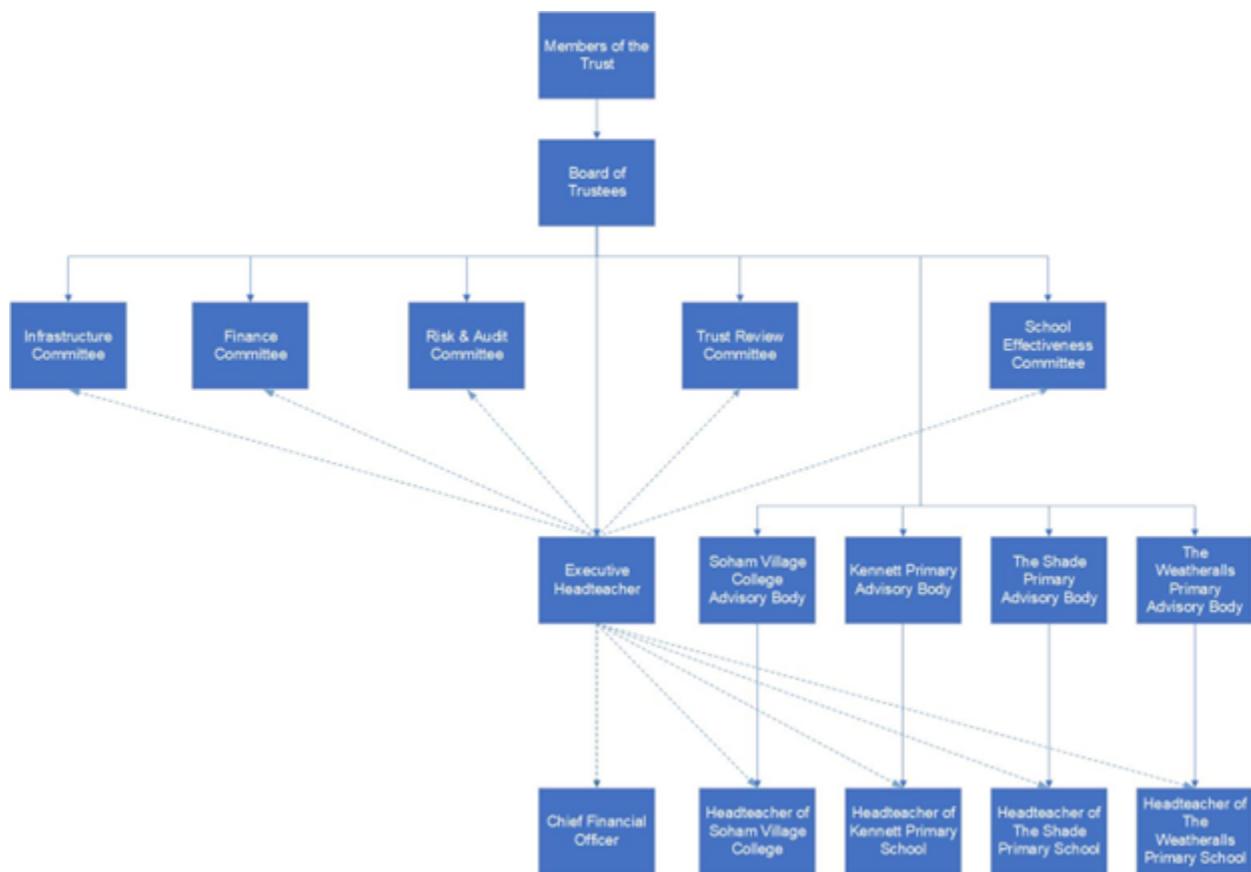
Each school has an Advisory Body which meet three times per year. The School Advisory Body scrutinises school performance data relating to pupil progress, attendance behaviour and other KPIs, including groups, as set out on the KPI template. The Advisory Body will note risks and evaluate the impact of mitigations. The Advisory Body will consider the school self-evaluation and the effectiveness of its improvement plan.

The organisational structure of our governance is illustrated below:

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024



STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Arrangements for setting pay and remuneration of key management personnel

There are no remunerated non-executive roles in the Trust. School senior leaders, including the Executive Headteacher (CEO), the Heads of Primary; Head of Secondary and other members of the school senior teams have pay ranges set with reference to the schools' ISR. External advice is taken when any new role is established. School leaders are awarded performance increments in line with the Trust's appraisal policy. These processes and decisions are moderated by the Trust Review Committee.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	6
Full-time equivalent employee number	5.80

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	6
1%-50%	-
51%-99%	-
100%	-

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	11,719,437
Percentage of the total pay bill spent on facility time	-

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	-
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Engagement with employees

The Trustees recognise that their employees are core to the delivery of high-quality education. Our success depends on attracting, retaining and motivating employees. The Trustees consider the implications of decision on employees and the wider workforce, where relevant. Where appropriate, the Trust consults on matters such as policy, pay, health and safety with the relevant trade unions.

Employees have been consulted on issues of concern to them by means of regular consultative committee and staff meetings and have been informed on specific matters directly by management. The Trust carries out exit interviews for all staff leaving the organisation and has adopted a procedure of upward feedback for senior management and the Trustees.

The Trust has implemented a number of policies in relation to all aspects of personnel matters including:

- Equal Opportunities policy
- Volunteers' policy
- Health & Safety Policy

As set out in Staploe Education Trust's Recruitment and Selection policy the Trust is committed to ensuring that the recruitment and selection process is accessible to all. This policy is reviewed every three years to ensure compliance with the Equality Act 2010. All new recruits are required to complete pre-employment health checks via our Occupational Health provider, ensuring all new applicants are supported with any existing health conditions or disabilities.

For existing employees who have a newly diagnosed disability or health condition, there is the option to use the Occupational Health provision reports, whose expert advice will support any changes to working conditions, if necessary. The Trust's Management of Sickness Absence policy and Flexible Working policy support line managers and employees with this.

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees are aware of employee matters particularly with respect to staff leavers. Staff complete exit questionnaires and interviews. Information gathered in this process is used to improve the work of the Trust.

We offer a range of benefits to help attract and retain staff, including access to the Employee Assistance Programme (EAP). Through the EAP, staff can access a range of emotional and practical support including:

- A range of counselling options
- Financial support
- Access to online health and wellbeing resources

Engagement with suppliers, customers and others in a business relationship with the Trust

The Trust has an established procurement policy to ensure that suppliers are fairly treated.

The Trustees consider pupils, parents and community users to be their 'customers'. Whilst pupils encounter engagement on a daily basis, engagement with parents is carried out through regular newsletters and parental communications.

Related parties and other connected charities and organisations

The Trust is not part of any connected organisations.

The Trust is not part of any financially connected organisations.

Details of related party transactions are disclosed in note 24 to the financial statements.

Objectives and activities

The Trust Mission Statement

Our Trust provides high quality education for the children of our community through every phase of their school journey. Each of our four schools has its own identity, driven by the core values and vision of the Trust. They have a strong ethos of achievement and care. They provide rich curriculum experiences and inspiring opportunities which threads from preschool, through primary and into secondary school.

Our Trust prides itself on its highly ethical culture which has safeguarding at its heart. Relationships are strong. Support and collaboration within, and between, all the schools bring benefit to all. All staff benefit from creative, evidence-based professional development.

Together with parents and carers, we work to tackle the barriers children face in their learning and development, so that every child will aim high, remain safe and thrive. Based at the heart of our community, we contribute to the creation of excellence in education through partnership.

Objects and Aims

The Trust seeks to deliver its main objectives through the provision of robust school improvement plans and through a comprehensive development plan for the business operations of the Trust. The plans are monitored closely by school advisory bodies and Trust committees and scrutinised through the Risk and Audit committee. The Trust Board receives reports from the advisory bodies and committees, and intervenes when required to ensure that strategies to achieve the Trust's objectives are effective.

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Objectives, strategies and activities

Quality of Education

- Ensure strategies are in place to improve the quality of education in each of the schools.
- Develop capacity and provision to meet Special Educational Needs including further development of adaptive teaching in our classrooms.

Trust Culture

- Work to ensure our safe and positive culture is resilient through robust safeguarding, support for mental health and wellbeing, action to strengthen diversity and high standards in leadership.

A Strong Business Model

- In the light of financial pressures, review the use of Trust resources to ensure that we achieve the most efficient, effective and sustainable provision of high-quality education, making the most effective use of the resources available.
- Strengthen recruitment and retention of high-quality staff.

Looking Outward

- Explore and develop opportunities, including with external partners, the local community and other Trusts, which ensure that our schools (and their communities) benefit from rich collaboration within and beyond the Trust.
- Evaluate choices about the future of our Trust with knowledge and understanding.

In October 2024 the Trust Board resolved to seek a merger with a local Multi-Academy Trust. If such a transfer were agreed, it would occur no sooner than 1st September 2025

Charitable Objectives

With regard to the Trust's charitable activities, the Trust's academies undertake the following significant activities for the benefit of the local inhabitants, including those that are socially and economically disadvantaged:

- Letting of schools' facilities for cultural and sporting activities.
- Numerous partnerships with charitable organisations and other local agencies to support the local community through targeted partnership interventions.
- Outreach work for example through the provision of a community choir.
- In addition to our regular community lettings and participation in numerous community events, Soham Village College continues to host a weekly Park Run; which has seen growth in participation numbers.
- The Trust engages in regular meetings with local community leaders in order to understand and support local issues. This has included the provision of food and support to families who are struggling.
- The Trust schools in Soham take part in the town Remembrance Sunday parade each year and lay wreaths at the memorial.
- The Trust works on behalf of all schools as part of the East Cambs Mental Health Collaborative.
- The Trust is developing a strategic relationship with the Soham Comrades Band and has constructed a plan to increase the number of young people who learn a brass instrument and who will be able to join a revitalised youth community band. The Brass Roots project is attracting external funding.
- The Trust runs a community choir which performs in Ely Cathedral at Christmas.
- The Trust is at an advanced stage in bringing a 3G pitch for school and community use, particularly to benefit the two town football clubs.
- The Trust has supported the Ross Peers Sports Centre in some refurbishment and remedial health and safety work in return for subsidised gym membership for staff which increases the user footfall for the community sports centre.

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Public benefit

The key benefit delivered by the Trustees is the provision of high-quality education to all its pupils in all four schools. Trustees have paid due regard to the published guidance on public benefit published by the Charity Commission in exercising their powers and duties.

Diversity and Equality

The Trust had the promotion of diversity and equality as a strategic aim in 2023-24. A cross-school collaboration created two Diversity Days to enhance curriculum experiences in the primary schools, led by The Shade. All schools have developed their libraries and other resources to reflect this priority. The Trust has reviewed its HR functions to identify areas in the recruitment process that we would be able to deliver a clear message about our Trust stance on diversity and inclusion.

We are committed to improving equality, diversity and inclusion (EDI) and recognise the importance and value of diversity in thinking and in leadership that reflects the membership of communities and wider society.

The Trust undertook an EDI survey of its governance.

The Trust agreed the following statement:

The Staploe Education Trust is committed to strengthening diversity and inclusion across our team of staff. We want everyone who works with us to feel safe, engaged and valued in a culture of belonging and mutual respect. We celebrate difference as a powerful enrichment of our creativity and effectiveness as a Trust, its schools and our communities.

The Trust has had sustainability as a strategic objective. It is undergoing extensive research to identify and implement key aspects of a programme to improve sustainability across the schools.

Strategic report

Achievements and performance

Academic Performance

Soham Village College

Ofsted Inspection, June 2024

Further to the March 2023 inspection when Ofsted concluded that there was sufficient evidence that the school 'could be judged outstanding', Soham Village College was inspected again during June 2024 and Ofsted allocated the following grades:

Overall effectiveness	Outstanding
The quality of education	Outstanding
Behaviour and attitudes	Outstanding
Personal development	Outstanding
Leadership and management	Outstanding

In their inspection report, Ofsted noted:

- Pupils are extremely happy at Soham Village College. They feel valued, trusted and respected.
- Pupils flourish academically and personally
- Pupils try hard and produce work of exceptional quality.
- Pupils' behaviour is exemplary.

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

2024 GCSE results

Provisional progress data has been released by the Department for Education for the cohort of students who sat their GCSE examinations during the summer of 2024. The provisional Progress 8 score of +0.76 represents consolidation of the substantial improvements which have been made in recent years. The progress data continues to remain provisional while the Department for Education addresses the examination boards' 'quality issues' which have prevented full publication.

Excellent progress was made across the curriculum but the provisional progress made by students in art, chemistry, design technology, film studies, French, German, mathematics, physics and religious education was in the top 5% of all schools.

The progress of disadvantaged students continues to be a school priority, and in 2024, the average progress of disadvantaged students in the school was again above the national average for all students.

Attendance

Improving students' attendance has also been a school priority since the pandemic. Students' overall attendance continued to improve during 2023-24 and over the entire year, was 1.8% above the national average while persistent absence was 8% below.

Curricular and extra-curricular activities

The school continues to maintain an extensive programme of curricular and extra-curricular activities with over 100 separate clubs and activities. Students are encouraged to participate in a wide-ranging programme which includes visits by all students to the Fitzwilliam Museum in Cambridge; participation by about a third of all students in the annual carol concert at Ely Cathedral; extensive participation in the Duke of Edinburgh's Award Scheme and a year 7 trip to France for disadvantaged students.

Kennett Primary School

Kennett Primary School relocated to its new premises in October 2024. The new school building provides extensive playing field and outside space, as well as exceptional indoor learning facilities. The school is anticipating that it will increase its PAN to 30 places in Reception each year from September 2027.

Kennett Primary School received an ungraded inspection in March 2024. Ofsted found that the school continued to be a good school. Pupils thrive at the school and behaviour is good. Ofsted found the curriculum to be ambitious and that assessment is used well. The wide range of extra-curricular opportunity to enrich learning was praised.

When considering achievement, pupil numbers at Kennett Primary School are too few to be statistically significant. However, 2024 outcomes had significant strengths:

- Broadly in line with national data (EYFS and KS1 Assessments)
- Year One Phonics Screening Check outcomes versus National (87% vs. 79%)
- KS2 writing attainment was in line with National at EXS and GDS

The school improvement priorities for 2024-25 include:

- The delivery of high-quality learning experiences with greater consistency across the school.
- Meeting the needs of an increasing number of children with Special or additional educational needs

The Shade Primary School

The Shade Primary School has seen a marked change in its demographic since the pandemic. The proportion of pupils with complex needs and Education Health and Care plans (EHCP) is now well above national average. This has required changes to the school's staffing structure to support new provision. Around a quarter of children have English as their second language (EAL) and the school has implemented the Bell Foundation assessment to increase their focus on learning new vocabulary.

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

KS2 achievement in 2024 was, as expected, well below average. Ofsted inspected the school in October 2024 and judged that the quality of education, behaviour and attitudes, personal development, leadership and management and early years provision were all good. Strengths noted were:

- An ambitious and well-designed curriculum which is well delivered in most cases
- A strong culture of reading
- Pupils with SEND do well.

The school improvement priorities for 2024-25 include

- To strengthen provision for those pupils with SEND who are able to access the main curriculum
- To implement a progressive writing curriculum
- To develop whole school culture through the new behaviour regulation policy and readiness curriculum

The Weatheralls Primary School

There has been a significant three-year decrease in the number of pupils on roll. This has been caused by a decline in birth rate in the local area and closure of the nursery provision from September 2021.

The Weatheralls Primary School has percentage of pupils with Education Health Care Plans (ECHPs) which is well above the national average. In addition, the school has a number of pupils who are not able to access mainstream provision and who require alternative provision on another site. A number of pupils learn in a discrete provision on the school site. This provision cannot meet the need of all pupils whose behaviour is highly dysregulated. The school does not have sufficient resource to provide the intensive, therapeutic provision that some children need.

The school was inspected by Ofsted in October 2023. Although the quality of education was judged to require improvement, behaviour and attitudes, personal development, leadership and management and Early Years provision were all judged to be good. The clear and ambitious curriculum was noted as a strength.

Outcomes in 2024 were significantly below national average. The percentage of children passing the phonic test in Year 1 was an increase on the previous year as the school had worked hard to break down barriers to learning. Early Years outcomes were improved as a result of strengthened provision in the Reception classes. A number of Year 6 pupils did not sit their SATs and 17% had ECHPs. The reading results were disappointing but there has been some improvement in outcomes in mathematics in KS2.

The school improvement priorities for 2024-25 include:

- Provide support and training for subject leaders to develop and implement shared expectations of effective monitoring, evaluation, concise reporting and effective feedback.
- Agree and implement approaches to assessment and marking defining expectations, responses, resources and timescales for assessment in all subjects in policy. Support progress and intervention leads in planning and implementing their approaches to improving the use of summative and formative assessment.
- Develop the work of the mathematics subject leaders through peer review of the current position identifying key actions and next steps with additional expertise input as necessary. This will include creating progression of skills documents for maths.
- Develop a progression of skills document for reading and a new learning sequence to support the planning and teaching of reading.
- To further embed the writing curriculum and develop assessment in writing using Teacher Assessment Frameworks.

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Finance Performance

Financial performance is monitored via monthly management accounts which are reviewed by the Finance subcommittee and are made available to the Trustees.

The main financial performance indicator is the level of reserves held at the Balance Sheet date. The Board is mindful to ensure that spending against the receipt of the General Annual Grant (GAG) is appropriate and levels of reserves are monitored carefully to ensure they are not excessive. The Trust's approach is that in general terms the income received in any one year is spent for the benefit of those children in the school that year, whilst recognising the need to balance resources over time.

As the majority of funding is based on pupil numbers in the four schools this is also a key performance indicator. Pupil numbers in the secondary school continue to remain above LA forecast figures, with the school remaining popular for out of catchment families. Pupil numbers in two of the three primary schools remain consistent year-on-year, with one seeing a falling roll due to low birth rates within the locality.

Going Concern

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

It should be noted that as at December 2024 the Trust is looking to merge with another local Multi-Academy Trust. This will occur no sooner than 1st September 2025. If the merger is successful Staploe Education Trust would cease to be a legal entity on or after the completion of the merger, and therefore the company would be wound up.

Promoting the Success of the Charitable Company

The Trustees have an obligation to act in a way most likely to promote the success of the Charitable Company. Areas of consideration that are taken into account include the likely consequences of any decision in the long term on our existing staff and academies. Trustees have a clear responsibility, which they exercise carefully, to ensure that our capacity does not become overstretched.

Financial review

The majority of funding is received from the government driven by a formula based largely on the pupil roll. The Trustees consider expenditure is meeting the key objectives of the Trust. The Trust holds reserves that should be sufficient to deal with emergencies.

At 31 August 2024 unrestricted income funds amounted to £1,034,777 (2023 - £1,203,828) and restricted income funds of £30,712 (2023 - £299,940) excluding the pension scheme deficit. The fixed asset fund amounts to £34,187,679 (2023 - £34,894,713) the assets of which are used exclusively for the provision of education.

The deficit of the Academy's share of the Local Government Pension Scheme amounted to £401,000 (2023 - £457,000). During the year the schemes liability decreased by £56,000 (2023 - £553,000).

At 31 August 2024 total reserves amounted to £34,852,168 (2023 - £35,941,481).

The Trust is in a sound financial position with pupil roll remaining consistent in three of the four schools, with the falling roll in our largest primary school due to low birth rate being managed carefully as the school transitions to a two-form entry school.

Budgets agreed for submission in August 2024 are fairly cautious given the recommended pay increases and uncertainty about inflation and heating costs. The sector is making strong representation to government for additional funding. These unexpected costs will have to be met from reserves if there is no settlement.

The DfE has been approached for support via the School Resource Management Programme which started November 2024.

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Reserves policy

Trustees are aware of the need to maintain sufficient reserves to cover unexpected expenditure and to help maintain current service provision.

The Trustees recognise that even though NFF funding is being received by the schools it remains necessary to build reserves where possible to aid the schools with specific projects in the future to support pupil progress and attainment.

The Trustees have agreed to hold cash reserves that are valued as follows:

- A minimum value of 1 months budgeted salary costs calculated each academic year;
- A maximum value that will not exceed 2 months budgeted salary costs calculated each academic year without being referred to the Trust Board for further discussion and decision.

The actual amount of cash reserves held at the year end were £902,147, this is below the reserves required per the above policy of £1,037,000 - £2,074,000. The Trust has contacted the DfE regarding the fund balance at the year end and is actively working with the school resource management advisers (SRMA) programme at the time of approval of the financial statements.

Investment policy

The Trust has a Treasury Management Policy Statement as part of its Financial Procedures Manual. The Trust operates an interest-bearing current account with a bank approved by the Trustees and maintain sufficient balances to ensure there are adequate liquid funds to cover all immediate and forthcoming financial commitments, including maintaining a sufficient contingency for unexpected payments.

Monies surplus to the working requirements shall be invested in term deposits with the approved bank. The Trust will not take out any long-term investments until reliable cash flow patterns have been established.

The Trust has an open-minded view to the use of its reserves and will consider different ideas as to how to invest appropriate levels of reserve funds.

Principal risks and uncertainties

The Trust Board has considered and agreed an ongoing risk register. The Trust Board considers the principal risks and uncertainties faced to be:

- School funding is insufficient to meet the rising costs of utilities and resources, and the nationally agreed pay increases.
- There is a high level of special education need across the Trust, particularly concentrated at The Shade and The Weatheralls Primary School. The cost of provision to meet the needs of children with EHCP and those with additional needs that do not meet that threshold, far outstrip the notional funding for this in the school's grant.

Financial and risk management objectives and policies

The Trust does not consider it has any material financial risk that cannot be met from current reserves.

The Trust has an effective system of internal control. Where significant financial risk remains, Trustees have ensured they have adequate insurance cover.

The Trust manages a risk register and policies for on-going review and monitoring of identified risks.

Fundraising

Staploe Education Trust does not engage in public fundraising. During 2023-24 the Trust did not engage any external professional fundraisers.

Donations in the year totalled £7,889 (2023 - £1,379). In addition to donations from Soham Moor Old Grammar School Fund, the Trust received a further £468 (2023 - £5,494) of donations.

Funds held as custodian trustee on behalf of others

No other charity funds are held by Trustees.

STAPLOE EDUCATION TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

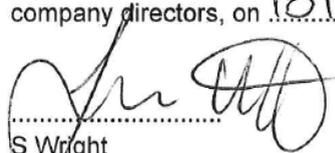
Auditor

In so far as the Trustees are aware:

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

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 10/12/24, and signed on its behalf by:


.....
S Wright
Chair

STAPLOE EDUCATION TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

Scope of responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Executive 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 Staploe Education Trust and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the Board of Trustees any material weaknesses or breakdown 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 9 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustees	Meetings attended	Out of possible
K Barnes	9	9
A Baughan	9	9
A Bevan	9	9
M Cooper	9	9
W Hornby	3	9
L Lofting	8	9
K Lofts	9	9
K Notley	9	9
P Sargeant	8	9
D Snashall (Vice Chair)	6	9
S Wright (Chair)	8	9

Conflicts of interest

All Members, Trustees, Advisory Body Members and Trust senior staff complete a Pecuniary Interest form at the start of each financial year and this appears as an agenda item on every Risk and Audit committee meeting.

All Members, Trustees, Advisory Body Members and Trust senior staff are required to complete a Declaration of Interests form at the start of each financial year. In addition, all governance meeting attendees are required to state any interests at the start of every meeting.

There have been no issues raised during this financial year.

STAPLOE EDUCATION TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Governance reviews

Governance has continued to be effective ensuring that the Trust maintains its clarity of vision and purpose, underpinned by active management of risk, robust accountability and oversight of financial performance.

Key areas of focus have included:

- The future of the Trust and its partnerships
- Support for primary school improvement
- Strengthening financial management
- The appointment of Judicium as an external Data Protection Officer to provide quality support for its schools.
- Approval of the plans for the 3G pitch at Soham Village College which will be for the benefit of students and pupils across the Trust as well as community groups of all ages and genders.

Review of value for money

As accounting officer the Executive Headteacher has responsibility for ensuring that the Trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

- Teaching and learning across all the trust schools has continued to improve and with improved performance across the schools evidencing the impact of application resources. This has been secured by a continued review of staffing requirements as vacancies arise, a drive to improve the quality of teachers and teaching in all schools, and effective use of appraisal and capability processes to address under-performance across teaching and non-teaching staff.
- The Trust has worked effectively with partners and focused upon learning from each other, ensuring that we are each able to derive the maximum impact on school improvement. The Trust has also reviewed opportunities to make economies of scale and improve the quality of business functions which serve our schools.
- The use of effective procurement processes and the close management of contractors has delivered benefits across a range of areas including premises and ICT. Management information systems have been reviewed, and further developed our strategic asset management and planning across our schools.
- The Trust has also built on the effective use of resources across our schools and have been able to deliver a range of support including development of innovative staffing solutions across our primary schools, recycling our older computers either for sale, or for use in our primary schools and cross cover for support staff roles. In this year we have continued to build on the shared roles and joint working arrangements around our SEN support and Home-School support for our schools.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of 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 Staploe Education Trust for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and accounts.

STAPLOE EDUCATION TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the 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 Trust's significant risks that has been in place for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

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

The Board of Trustees has considered the need for a specific internal audit function:

- The trustees have appointed internal auditors to perform additional checks during this year with expertise in specific areas to support the agreed programme of works.

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

Twice per academic year, the financial auditor reports to the Board of Trustees through the risk and audit committee on the operation of the systems of control and on the discharge of the financial responsibilities of the Board of Trustees. During 2023-24 the financial internal auditor did deliver the schedule of works as planned and prepared a report on each occasion that was reviewed by the risk and audit committee.

Review of effectiveness

As accounting officer the Executive 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 auditors;
- the work of the external auditor;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.

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

STAPLOE EDUCATION TRUST

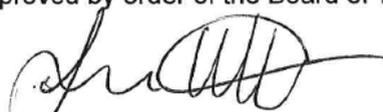
GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Conclusion

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

Approved by order of the Board of Trustees on 10/12/24 and signed on its behalf by:



S Wright
Chair

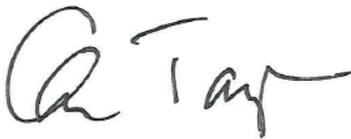
STAPLOE EDUCATION TRUST

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2024

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

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

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



C Taylor
Accounting Officer

10/12/24

STAPLOE EDUCATION TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees (who are also the directors of Staploe Education Trust for the purposes of company law) are responsible for preparing the Trustees' report and the accounts in accordance with the Academies Accounts Direction 2023 to 2024 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these accounts, the Trustees are required to:

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

The 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 accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

Approved by order of the members of the Board of Trustees on 12/12/24 and signed on its behalf by:


S Wright
Chair

STAPLOE EDUCATION TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF STAPLOE EDUCATION TRUST

FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the accounts of Staploe Education Trust for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the accounts:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the 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 Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

We have nothing to report in this regard.

STAPLOE EDUCATION TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF STAPLOE EDUCATION TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the Trustees are responsible for assessing the 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 charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

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

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

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

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

STAPLOE EDUCATION TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF STAPLOE EDUCATION TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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

- Enquiry of senior leadership, Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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

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

Use of our report

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



Mr Mark Jackson FCA DChA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

19 December 2024

Chartered Accountants
Statutory Auditor

Westpoint
Lynch Wood
Peterborough
Cambridgeshire
United Kingdom
PE2 6FZ

STAPLOE EDUCATION TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2024

In accordance with the terms of our engagement letter dated 28 August 2024 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Staploe Education Trust during the period 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of Staploe Education Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Staploe Education Trust's funding agreement with the Secretary of State for Education dated 1 September 2015 and the Academy Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- a review of the activities of the academy, by reference to sources of income and other information available to us;
- sample testing of expenditure, including payroll;
- a review of minutes of Governors' meetings.

STAPLOE EDUCATION TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2024

Conclusion

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



Reporting Accountant

Azets Audit Services
Westpoint
Lynch Wood
Peterborough
Cambridgeshire
PE2 6FZ
United Kingdom

Dated: 19 December 2024

STAPLOE EDUCATION TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted funds: General Fixed asset £ £		Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and capital grants	3	-	8,357	370,645	379,002	165,518
Charitable activities:						
- Funding for educational operations	4	932,755	14,252,298	-	15,185,053	14,282,624
Other trading activities	5	46,452	-	-	46,452	9,350
Investments	6	8,531	-	-	8,531	-
Total		<u>987,738</u>	<u>14,260,655</u>	<u>370,645</u>	<u>15,619,038</u>	<u>14,457,492</u>
Expenditure on:						
Raising funds	8	198,408	-	-	198,408	262,548
Charitable activities:						
- Educational operations	9	644,488	14,682,980	1,273,475	16,600,943	15,440,380
Total	8	<u>842,896</u>	<u>14,682,980</u>	<u>1,273,475</u>	<u>16,799,351</u>	<u>15,702,928</u>
Net income/(expenditure)		144,842	(422,325)	(902,830)	(1,180,313)	(1,245,436)
Transfers between funds	20	(313,893)	118,097	195,796	-	-
Other recognised gains/(losses)						
Actuarial gains on defined benefit pension schemes	24	-	81,000	-	81,000	95,000
Adjustment for restriction on pension assets	24	-	10,000	-	10,000	723,000
Net movement in funds		<u>(169,051)</u>	<u>(213,228)</u>	<u>(707,034)</u>	<u>(1,089,313)</u>	<u>(427,436)</u>
Reconciliation of funds						
Total funds brought forward		<u>1,203,828</u>	<u>(157,060)</u>	<u>34,894,713</u>	<u>35,941,481</u>	<u>36,368,917</u>
Total funds carried forward		<u>1,034,777</u>	<u>(370,288)</u>	<u>34,187,679</u>	<u>34,852,168</u>	<u>35,941,481</u>

STAPLOE EDUCATION TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2024

Comparative year information Year ended 31 August 2023	Notes	Unrestricted	Restricted funds:		Total
		funds	General	Fixed asset	2023
		£	£	£	£
Income and endowments from:					
Donations and capital grants	3	-	6,873	158,645	165,518
Charitable activities:					
- Funding for educational operations	4	943,185	13,339,439	-	14,282,624
Other trading activities	5	9,350	-	-	9,350
Total		<u>952,535</u>	<u>13,346,312</u>	<u>158,645</u>	<u>14,457,492</u>
Expenditure on:					
Raising funds	8	259,267	3,281	-	262,548
Charitable activities:					
- Educational operations	9	374,901	13,837,324	1,228,155	15,440,380
Total	8	<u>634,168</u>	<u>13,840,605</u>	<u>1,228,155</u>	<u>15,702,928</u>
Net income/(expenditure)		318,367	(494,293)	(1,069,510)	(1,245,436)
Transfers between funds	20	(6,087)	(109,735)	115,822	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	24	-	95,000	-	95,000
Adjustment for restriction on pension assets	24	-	723,000	-	723,000
Net movement in funds		<u>312,280</u>	<u>213,972</u>	<u>(953,688)</u>	<u>(427,436)</u>
Reconciliation of funds					
Total funds brought forward		<u>891,548</u>	<u>(371,032)</u>	<u>35,848,401</u>	<u>36,368,917</u>
Total funds carried forward		<u>1,203,828</u>	<u>(157,060)</u>	<u>34,894,713</u>	<u>35,941,481</u>

STAPLOE EDUCATION TRUST

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	14		34,002,154		34,844,961
Current assets					
Stock	15	16,927		18,027	
Debtors	16	472,313		505,945	
Cash at bank and in hand		1,947,947		2,286,251	
		<u>2,437,187</u>		<u>2,810,223</u>	
Current liabilities					
Creditors: amounts falling due within one year	17	(1,140,258)		(1,203,478)	
Net current assets			<u>1,296,929</u>		<u>1,606,745</u>
Total assets less current liabilities			35,299,083		36,451,706
Creditors: amounts falling due after more than one year	18		(45,915)		(53,225)
Net assets excluding pension liability			35,253,168		36,398,481
Defined benefit pension scheme liability	24		(401,000)		(457,000)
Total net assets			<u>34,852,168</u>		<u>35,941,481</u>
Funds of the Trust:					
Restricted funds	20				
- Fixed asset funds			34,187,679		34,894,713
- Restricted income funds			30,712		299,940
- Pension reserve			(401,000)		(457,000)
Total restricted funds			<u>33,817,391</u>		<u>34,737,653</u>
Unrestricted income funds	20		<u>1,034,777</u>		<u>1,203,828</u>
Total funds			<u>34,852,168</u>		<u>35,941,481</u>

The accounts on pages 26 to 52 were approved by the Trustees and authorised for issue on 10/12/24 and are signed on their behalf by:

.....
S Wright
Chair

Company registration number 07534901 (England and Wales)

STAPLOE EDUCATION TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Net cash (used in)/provided by operating activities	22		(407,149)		115,680
Cash flows from investing activities					
Dividends, interest and rents from investments		8,531		-	
Capital grants from DfE Group		175,645		158,645	
Capital funding received from sponsors and others		195,000		-	
Purchase of tangible fixed assets		(303,021)		(206,157)	
Net cash provided by/(used in) investing activities			76,155		(47,512)
Cash flows from financing activities					
Repayment of other loan		(7,310)		(10,292)	
Net cash used in financing activities			(7,310)		(10,292)
Net (decrease)/increase in cash and cash equivalents in the reporting period			(338,304)		57,876
Cash and cash equivalents at beginning of the year			2,286,251		2,228,375
Cash and cash equivalents at end of the year			1,947,947		2,286,251

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

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

1.1 Basis of preparation

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

Staploe Education Trust meets the definition of a public benefit entity under FRS 102.

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

1.2 Going concern

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

It should be noted that as at December 2024 the Trust is looking to merge with another local Multi-Academy Trust. This will occur no sooner than 1st September 2025. If the merger is successful Staploe Education Trust would cease to be a legal entity on or after the completion of the merger, and therefore the company would be wound up.

1.3 Income

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

Grants

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

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

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

Donations

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

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

Other income

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

Donated goods, facilities and services

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

Donated fixed assets

Donated fixed assets are 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 Trust's accounting policies.

1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

This includes all expenditure incurred by the 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 Trust's educational operations, including support costs and costs relating to the governance of the Trust apportioned to charitable activities.

Governance costs

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

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

1.5 Tangible fixed assets and depreciation

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 that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Freehold property	No depreciation on land. Buildings 2%.
Leasehold property	No depreciation on land. Buildings 2%.
Computer equipment	33.33%
Fixtures, fittings & equipment	10%

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

1.6 Liabilities

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

1.7 Leased assets

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

1.8 Financial instruments

The Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the 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.

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies (Continued)

1.9 Stock

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

1.10 Taxation

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

1.11 Pensions benefits

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

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

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

1.12 Fund accounting

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the 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.

2 Critical accounting estimates and areas of judgement

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

STAPLOE EDUCATION TRUST

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

2 Critical accounting estimates and areas of judgement

(Continued)

Critical accounting estimates and assumptions

The 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.

Tangible fixed assets are recognised at cost or valuation, 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's fixed assets is tested as soon as changed conditions show that a need for impairment has arisen.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Capital grants	-	370,645	370,645	158,645
Other donations	-	8,357	8,357	6,873
	<u>-</u>	<u>379,002</u>	<u>379,002</u>	<u>165,518</u>

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

4 Funding for the Trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
DfE / ESFA grants				
General annual grant (GAG)	-	11,426,990	11,426,990	10,954,052
Other DfE / ESFA grants:				
UIFSM	-	87,009	87,009	94,100
Pupil premium	-	518,678	518,678	517,686
Supplementary grant	-	406,541	406,541	333,911
Recovery premium	-	88,459	88,459	67,544
National tutoring programme	-	25,230	25,230	37,046
Teachers pension grants	-	-	-	6,190
Teachers pay grants	-	315,805	315,805	2,191
PE and sports premium	-	53,720	53,720	53,743
Rates	-	34,570	34,570	71,337
Others	-	899	899	190,595
	-	12,957,901	12,957,901	12,328,395
Other government grants				
Local authority grants	-	1,294,397	1,294,397	1,003,961
Other funding				
Other incoming resources	932,755	-	932,755	950,268
Total funding	932,755	14,252,298	15,185,053	14,282,624

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Hire of facilities	24,279	-	24,279	9,350
Other income	22,173	-	22,173	-
	46,452	-	46,452	9,350

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Short term deposits	8,531	-	8,531	-

STAPLOE EDUCATION TRUST

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

7 Central services

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

- human resources;
- financial services;
- legal services; and
- educational support services.

The Trust charges for these services on the following basis:

Payroll and HR support are apportioned according to the payroll headcount. Any allocation of staff time is calculated at a fixed percentage that is reviewed on an annual basis for reasonableness.

The amounts charged during the year were as follows:

	2024	2023
	£	£
Soham Village College	699,691	606,459
Kennett Primary School	50,672	47,780
The Shade Primary School	109,610	99,482
The Weatheralls Primary School	219,619	188,591
	<u>1,079,592</u>	<u>942,312</u>

8 Expenditure

	Staff costs	Non-pay expenditure		Total	Total
	£	Premises	Other	2024	2023
	£	£	£	£	£
Expenditure on raising funds					
- Direct costs	39,114	-	159,294	198,408	262,548
Academy's educational operations					
- Direct costs	8,292,612	-	594,858	8,887,470	9,750,650
- Allocated support costs	4,160,981	2,286,966	1,265,526	7,713,473	5,689,730
	<u>12,492,707</u>	<u>2,286,966</u>	<u>2,019,678</u>	<u>16,799,351</u>	<u>15,702,928</u>

Net income/(expenditure) for the year includes:

	2024	2023
	£	£
Depreciation of tangible fixed assets	1,145,828	1,208,598
Fees payable to auditor for:		
- Audit	17,900	16,720
- Other services	1,920	5,055
Net interest on defined benefit pension liability	(7,000)	38,000
	<u>1,168,648</u>	<u>1,268,373</u>

STAPLOE EDUCATION TRUST

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

9 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Direct costs				
Educational operations	138,424	8,749,046	8,887,470	9,750,650
Support costs				
Educational operations	506,064	7,207,409	7,713,473	5,689,730
	<u>644,488</u>	<u>15,956,455</u>	<u>16,600,943</u>	<u>15,440,380</u>

Analysis of costs

	2024 £	2023 £
Direct costs		
Teaching and educational support staff costs	8,292,612	9,190,935
Educational supplies and services	401,337	352,019
Examination fees	121,648	122,810
Other direct costs	71,873	84,886
	<u>8,887,470</u>	<u>9,750,650</u>
Support costs		
Support staff costs	4,194,963	2,516,161
Depreciation	1,145,828	1,208,598
Technology costs	371,009	251,418
Maintenance of premises and equipment	411,091	332,534
Rent, rates and other occupancy costs	730,047	550,764
Catering	663,860	566,170
Finance costs	(7,000)	38,000
Legal and consultancy costs	80,993	41,560
Other support costs	102,862	162,750
Governance costs	19,820	21,775
	<u>7,713,473</u>	<u>5,689,730</u>

10 Governance costs

	Total 2024 £	Total 2023 £
All from restricted funds:		
Amounts included in support costs		
Legal and consultancy costs	49,581	41,560
Auditor's remuneration		
- Audit of financial statements	17,900	16,720
- Other audit costs	1,920	5,055
	<u>69,401</u>	<u>63,335</u>

STAPLOE EDUCATION TRUST

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

11 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the 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 services as Trustees.

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

K Lofts (Trustee)

Remuneration £nil - £5,000 (2023 - £nil)

Employer's pension contributions £nil (2023 - £nil)

12 Trustees' and officers' insurance

The 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 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.

13 Staff

Staff costs and employee benefits

Staff costs during the year were:

	2024	2023
	£	£
Wages and salaries	9,156,204	8,560,269
Social security costs	922,864	813,260
Pension costs	2,169,263	2,071,530
	<hr/>	<hr/>
Staff costs - employees	12,248,331	11,445,059
Agency staff costs	219,041	283,975
Staff restructuring costs	25,335	-
	<hr/>	<hr/>
Staff development and other staff costs	12,492,707	11,729,034
	33,982	14,028
	<hr/>	<hr/>
Total staff expenditure	12,526,689	11,743,062
	<hr/> <hr/>	<hr/> <hr/>

Staff restructuring costs comprise:

Severance payments	25,335	-
	<hr/> <hr/>	<hr/> <hr/>

Severance payments

The Trust paid 1 severance payments in the year, disclosed in the following bands:

£25,001 - £50,000	1
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STAPLOE EDUCATION TRUST

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

13 Staff

(Continued)

Staff numbers

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

	2024 Number	2023 Number
Teachers	119	125
Administration and support	185	181
Management	18	17
	<u>322</u>	<u>323</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	2024 Number	2023 Number
Teachers	106	108
Administration and support	100	112
Management	15	16
	<u>221</u>	<u>236</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 Number	2023 Number
£60,001 - £70,000	9	9
£70,001 - £80,000	3	1
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
£130,001 - £140,000	-	1
£140,001 - £150,000	1	-
	<u>14</u>	<u>12</u>

Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £707,194 (2023: £671,351).

With the agreement of the ESFA the services of an interim CFO are bought in on a consultancy basis and therefore in addition to the amounts noted above, included within legal and consultancy costs is an amount of £31,412 for these services.

STAPLOE EDUCATION TRUST

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

14 Tangible fixed assets

	Freehold property	Leasehold property	Computer equipment	Fixtures, fittings & equipment	Total
	£	£	£	£	£
Cost					
At 1 September 2023	25,885,824	16,930,336	1,644,255	2,046,974	46,507,389
Additions	-	11,965	268,277	22,779	303,021
At 31 August 2024	25,885,824	16,942,301	1,912,532	2,069,753	46,810,410
Depreciation					
At 1 September 2023	5,899,136	2,589,418	1,437,101	1,736,773	11,662,428
Charge for the year	519,051	338,607	169,660	118,510	1,145,828
At 31 August 2024	6,418,187	2,928,025	1,606,761	1,855,283	12,808,256
Net book value					
At 31 August 2024	19,467,637	14,014,276	305,771	214,470	34,002,154
At 31 August 2023	19,986,688	14,340,918	207,154	310,201	34,844,961

15 Stock

	2024 £	2023 £
Other stock	16,927	18,027

16 Debtors

	2024 £	2023 £
Trade debtors	13,998	27,466
VAT recoverable	46,850	178,070
Prepayments and accrued income	411,465	300,409
	472,313	505,945

STAPLOE EDUCATION TRUST

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

17 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other loans	7,310	7,310
Trade creditors	42,360	284,113
Other taxation and social security	194,394	189,873
Other creditors	1,901	206,543
Accruals and deferred income	894,293	515,639
	<u>1,140,258</u>	<u>1,203,478</u>

18 Creditors: amounts falling due after more than one year

	2024	2023
	£	£
Other loans	45,915	53,225
	<u>45,915</u>	<u>53,225</u>
	2024	2023
	£	£
Analysis of loans		
Not wholly repayable within five years by instalments	16,675	23,985
Wholly repayable within five years	36,550	36,550
	<u>53,225</u>	<u>60,535</u>
Less: included in current liabilities	(7,310)	(7,310)
	<u>45,915</u>	<u>53,225</u>
	<u>45,915</u>	<u>53,225</u>
Loan maturity		
Debt due in one year or less	7,310	7,310
Due in more than one year but not more than two years	7,310	7,310
Due in more than two years but not more than five years	21,930	21,930
Due in more than five years	16,675	23,985
	<u>53,225</u>	<u>60,535</u>
	<u>53,225</u>	<u>60,535</u>

Included in other loans is a loan inherited on conversion of The Weatheralls of £53,225 (2023 - £60,535) from Cambridgeshire County Council. Interest on the loan is charged at 2.72% on the full original value of the loan. Repayments are made monthly over 162 months with the final repayment being in August 2030.

STAPLOE EDUCATION TRUST

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

19 Deferred income

	2024	2023
	£	£
Deferred income is included within:		
Creditors due within one year	422,662	220,178
	<u> </u>	<u> </u>
Deferred income at 1 September 2023	220,178	257,949
Released from previous years	(220,178)	(257,949)
Resources deferred in the year	422,662	220,178
	<u> </u>	<u> </u>
Deferred income at 31 August 2024	422,662	220,178
	<u> </u>	<u> </u>

Deferred income relates to income received in advance for Universal Infant Free School, rates relief, early years funding, future trips, and catering.

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

20 Funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted general funds					
General Annual Grant (GAG)	232,879	11,461,560	(11,812,536)	118,097	-
UIFSM	-	87,009	(87,009)	-	-
Pupil premium	-	518,678	(518,678)	-	-
Other DfE/ESFA grants	4,787	890,654	(895,441)	-	-
Other government grants	52,545	1,294,397	(1,327,863)	-	19,079
Hardship fund	2,680	1,391	-	-	4,071
Other restricted funds	7,049	6,966	(6,453)	-	7,562
Pension reserve	(457,000)	-	(35,000)	91,000	(401,000)
	<u>(157,060)</u>	<u>14,260,655</u>	<u>(14,682,980)</u>	<u>209,097</u>	<u>(370,288)</u>
Restricted fixed asset funds					
Inherited on conversion	34,330,787	-	(854,477)	-	33,476,310
Capital grants from DfE and LA	141,228	370,645	(326,348)	-	185,525
Capital expenditure from GAG	422,698	-	(92,650)	195,796	525,844
	<u>34,894,713</u>	<u>370,645</u>	<u>(1,273,475)</u>	<u>195,796</u>	<u>34,187,679</u>
Total restricted funds	<u>34,737,653</u>	<u>14,631,300</u>	<u>(15,956,455)</u>	<u>404,893</u>	<u>33,817,391</u>
Unrestricted funds					
General funds	971,214	987,738	(842,896)	(213,909)	902,147
ICT Strategy	65,401	-	-	(65,401)	-
Department resources	138,424	-	-	(138,424)	-
3G Pitch	28,789	-	-	96,211	125,000
Designated funds	-	-	-	7,630	7,630
	<u>1,203,828</u>	<u>987,738</u>	<u>(842,896)</u>	<u>(313,893)</u>	<u>1,034,777</u>
Total funds	<u>35,941,481</u>	<u>15,619,038</u>	<u>(16,799,351)</u>	<u>91,000</u>	<u>34,852,168</u>

STAPLOE EDUCATION TRUST

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

20 Funds

(Continued)

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

Restricted Fixed Asset Funds represent capital funding received from the ESFA and other sources. In accordance with the accounting policies set out in note 1, assets are capitalised where applicable, and depreciation is charged to this fund over the assets' useful economic life. Where costs are not capital in nature they are charged directly to this fund as an expense.

The restricted grant income in the year relates to the provision of education for the children of the academy.

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

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came in force on 18 July 2013.

The governors have designated funds for use in a variety of different areas.

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

The Weatheralls Primary School £nil (2023 - £860,041).

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

20 Funds

(Continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	537,275	11,025,389	(11,220,050)	(109,735)	232,879
Pupil premium	-	517,686	(517,686)	-	-
Other DfE/ESFA grants	21,329	785,320	(801,862)	-	4,787
Other government grants	71,262	1,003,961	(1,022,678)	-	52,545
Hardship fund	3,281	-	(601)	-	2,680
Other restricted funds	5,821	13,956	(12,728)	-	7,049
Pension reserve	(1,010,000)	-	(265,000)	818,000	(457,000)
	<u>(371,032)</u>	<u>13,346,312</u>	<u>(13,840,605)</u>	<u>708,265</u>	<u>(157,060)</u>
Restricted fixed asset funds					
Inherited on conversion	35,185,264	-	(854,477)	-	34,330,787
DfE group capital grants	999	158,645	(18,416)	-	141,228
Capital expenditure from GAG	662,138	-	(355,262)	115,822	422,698
	<u>35,848,401</u>	<u>158,645</u>	<u>(1,228,155)</u>	<u>115,822</u>	<u>34,894,713</u>
Total restricted funds	<u>35,477,369</u>	<u>13,504,957</u>	<u>(15,068,760)</u>	<u>824,087</u>	<u>34,737,653</u>
Unrestricted funds					
General funds	699,639	952,535	(634,168)	(18,003)	1,000,003
ICT Strategy	57,485	-	-	7,916	65,401
Department resources	134,424	-	-	4,000	138,424
	<u>891,548</u>	<u>952,535</u>	<u>(634,168)</u>	<u>(6,087)</u>	<u>1,203,828</u>
Total funds	<u>36,368,917</u>	<u>14,457,492</u>	<u>(15,702,928)</u>	<u>818,000</u>	<u>35,941,481</u>

STAPLOE EDUCATION TRUST

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

20 Funds

(Continued)

Total funds analysis by academy

	2024	2023
	£	£
Fund balances at 31 August 2024 were allocated as follows:		
Soham Village College	560,718	1,750,503
Kennett Primary School	111,624	107,479
The Shade Primary School	381,895	515,036
The Weatheralls Primary School	-	(860,041)
Central services	11,252	(9,209)
	<u>1,065,489</u>	<u>1,503,768</u>
Total before fixed assets fund and pension reserve		
Restricted fixed asset fund	34,187,679	34,894,713
Pension reserve	(401,000)	(457,000)
	<u>34,852,168</u>	<u>35,941,481</u>
Total funds	<u><u>34,852,168</u></u>	<u><u>35,941,481</u></u>

Total cost analysis by academy

Expenditure incurred by each academy during the year was as follows:

	Teaching and educational support staff	Other support staff costs	Educational supplies	Other costs excluding depreciation	Total 2024	Total 2023
	£	£	£	£	£	£
Soham Village College	5,713,899	1,812,083	313,618	1,717,337	9,556,937	8,789,357
Kennett Primary School	343,425	188,400	38,939	83,293	654,057	627,017
The Shade Primary School	586,145	599,029	49,460	231,121	1,465,755	1,321,355
The Weatheralls Primary School	1,453,127	715,839	67,804	571,841	2,808,611	2,739,434
Central services	196,016	864,648	262	72,238	1,133,164	1,017,167
	<u>8,292,612</u>	<u>4,179,999</u>	<u>470,083</u>	<u>2,675,830</u>	<u>15,618,524</u>	<u>14,494,330</u>
	<u><u>8,292,612</u></u>	<u><u>4,179,999</u></u>	<u><u>470,083</u></u>	<u><u>2,675,830</u></u>	<u><u>15,618,524</u></u>	<u><u>14,494,330</u></u>

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

21 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	-	34,002,154	34,002,154
Current assets	1,034,777	1,216,885	185,525	2,437,187
Current liabilities	-	(1,140,258)	-	(1,140,258)
Non-current liabilities	-	(45,915)	-	(45,915)
Pension scheme liability	-	(401,000)	-	(401,000)
Total net assets	<u>1,034,777</u>	<u>(370,288)</u>	<u>34,187,679</u>	<u>34,852,168</u>

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	34,844,961	34,844,961
Current assets	1,203,828	1,556,643	49,752	2,810,223
Current liabilities	53,225	(1,256,703)	-	(1,203,478)
Non-current liabilities	(53,225)	-	-	(53,225)
Pension scheme liability	-	(457,000)	-	(457,000)
Total net assets	<u>1,203,828</u>	<u>(157,060)</u>	<u>34,894,713</u>	<u>35,941,481</u>

22 Reconciliation of net expenditure to net cash flow from operating activities

	Notes	2024 £	2023 £
Net expenditure for the reporting period (as per the statement of financial activities)		(1,180,313)	(1,245,436)
Adjusted for:			
Capital grants from DfE and other capital income		(370,645)	(158,645)
Investment income receivable	6	(8,531)	-
Defined benefit pension costs less contributions payable	24	42,000	227,000
Defined benefit pension scheme finance (income)/cost	24	(7,000)	38,000
Depreciation of tangible fixed assets		1,145,828	1,208,598
Decrease in stocks		1,100	2,519
Decrease in debtors		33,632	102,989
(Decrease) in creditors		(63,220)	(59,345)
Net cash (used in)/provided by operating activities		<u>(407,149)</u>	<u>115,680</u>

STAPLOE EDUCATION TRUST

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

23 Analysis of changes in net funds

	1 September 2023	Cash flows	31 August 2024
	£	£	£
Cash	2,286,251	(338,304)	1,947,947
Loans falling due within one year	(7,310)	-	(7,310)
Loans falling due after more than one year	(53,225)	7,310	(45,915)
	<u>2,225,716</u>	<u>(330,994)</u>	<u>1,894,722</u>

24 Pension and similar obligations

The 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 Cambridgeshire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £249,208 (2023 - £206,543) were payable to the schemes at 31 August 2024.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

24 Pension and similar obligations

(Continued)

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

The employer's pension costs paid to the TPS in the period amounted to £1,526,123 (2023: £1,310,688).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the 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 Trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 17 to 23% for employers and 5.5 to 12.5% for employees.

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

The actuarial valuation prepared under FRS102 in respect of the Local Government Pension Scheme indicated that two of the school's share of the scheme was in surplus at the year end to the value of £1,401,000 (2023: £601,000). The actuaries have undertaken an asset ceiling calculation to determine how much of the asset is expected to materialise. The actuaries consider whether the period being considered for recognition of the potential asset should be in perpetuity or over the estimated future working life of members in the scheme and the trustees consider that using the 'future working life' period more appropriately reflects the amount that it is reasonable to recognise in respect of the foreseeable future. On the basis that a minimum funding requirement does exist, these calculations indicate that only £200,000 (2023: £240,000) of the overall surplus is likely to result in either a refund of contributions or a reduction in future contributions in the future.

Total contributions made	2024	2023
	£	£
Employer's contributions	547,000	547,000
Employees' contributions	167,000	167,000
Total contributions	<u>714,000</u>	<u>714,000</u>

Principal actuarial assumptions	2024	2023
	%	%
Rate of increase in salaries	3.15	3.48
Rate of increase for pensions in payment/inflation	2.65	2.98
Discount rate for scheme liabilities	<u>5.00</u>	<u>5.20</u>

STAPLOE EDUCATION TRUST

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

24 Pension and similar obligations

(Continued)

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

	2024	2023
	Years	Years
Retiring today		
- Males	21.45	21.7
- Females	22.50	22.5
Retiring in 20 years		
- Males	21.63	21.7
- Females	25.75	25.8

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

	2024	2023
	£	£
0.1% decrease in Real discount rate	266,000	242,000
1 year increase in member life expectancy	479,000	437,000
0.1% increase in salary increase rate	7,000	14,000
0.1% increase in pension increase rate	264,000	232,000

Defined benefit pension scheme net liability

	2024	2023
	£	£
Scheme assets	11,595,000	10,467,000
Scheme obligations	(11,996,000)	(10,924,000)
Net liability	(401,000)	(457,000)

The Trust's share of the assets in the scheme

	2024	2023
	Fair value	Fair value
	£	£
Equities	7,060,920	6,929,920
Bonds	2,921,760	2,165,600
Asset not recognised	(579,000)	(361,000)
Property	1,947,840	1,624,200
Other assets	243,480	108,280
Total market value of assets	11,595,000	10,467,000

The actual return on scheme assets was £1,248,000 (2023: £878,000).

STAPLOE EDUCATION TRUST

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

24 Pension and similar obligations		(Continued)	
Amount recognised in the statement of financial activities	2024	2023	
	£	£	
Current service cost	589,000	774,000	
Interest income	(588,000)	(422,000)	
Interest cost	581,000	460,000	
	<u>582,000</u>	<u>812,000</u>	
Changes in the present value of defined benefit obligations	2024	2023	
	£	£	
At 1 September 2023	10,924,000	10,446,000	
Current service cost	589,000	774,000	
Interest cost	581,000	460,000	
Employee contributions	167,000	167,000	
Actuarial gain	(10,000)	(723,000)	
Benefits paid	(255,000)	(200,000)	
	<u>11,996,000</u>	<u>10,924,000</u>	
At 31 August 2024			
Changes in the fair value of the Trust's share of scheme assets	2024	2023	
	£	£	
At 1 September 2023	10,467,000	9,436,000	
Interest income	588,000	422,000	
Actuarial gain	660,000	456,000	
Employer contributions	547,000	547,000	
Employee contributions	167,000	167,000	
Benefits paid	(255,000)	(200,000)	
Asset not recognised	(579,000)	(361,000)	
	<u>11,595,000</u>	<u>10,467,000</u>	
At 31 August 2024			

25 Related party transactions

No related party transactions took place in the period of account other than certain Trustees' remuneration and expenses already disclosed in note 11.

Owing to the academy trust's operations and the composition of the board of Trustees' being drawn from local public and private sector organisation, transactions may take place with organisation in which the academy trust has an interest. All transactions involving such organisation are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

Some of the Trustees' have children who are pupils at the academy, consequently there will be transactions between those Trustees' and the academy in respect of their children's education. These are on the same basis as other pupils at the academy.

STAPLOE EDUCATION TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

26 Post balance sheet events

It should be noted that as at December 2024 the Trust is looking to merge with another local Multi-Academy Trust. This will occur no sooner than 1st September 2025. If the merger is successful Staploe Education Trust would cease to be a legal entity on or after the completion of the merger, and therefore the company would be wound up.

27 Members' liability

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