

Company Registration Number: 07462530 (England & Wales)

Pioneer Educational Trust
(A Company Limited by Guarantee)

Annual Report and Financial Statements

For the Year Ended 31 August 2024

Pioneer Educational Trust
(A Company Limited by Guarantee)

Contents

	Page
Reference and Administrative Details	1 - 2
Trustees' Report	3 - 21
Governance Statement	22 - 26
Statement of Regularity, Propriety and Compliance	27
Statement of Trustees' Responsibilities	28
Independent Auditors' Report on the Financial Statements	29 - 33
Independent Reporting Accountant's Report on Regularity	34 - 35
Consolidated Statement of Financial Activities Incorporating Income and Expenditure Account	36
Consolidated Balance Sheet	37 - 38
Academy Balance Sheet	39 - 40
Consolidated Statement of Cash Flows	41
Notes to the Financial Statements	42 - 76

Pioneer Educational Trust
(A Company Limited by Guarantee)

Reference and Administrative Details

Members	S Batkin R Ford M Hernandez Estrada G Livingstone N Miller
Trustees	L Hegarty M Hernández Estrada M Jervis, Chair of Trustees ² M Khan ¹ A Le Poidevin, Chair of Finance & Audit ¹ M Roper, Vice Chair of Trustees (resigned 31 August 2024) ² R Sharma ¹ A Spinks S Veeran M Yanambakkam J Galloway (appointed 12 October 2023) S Roddy (appointed 22 March 2024) ¹ Finance, Audit and Risk Committee ² Pay and Conditions Committee
Company registered number	07462530
Company name	Pioneer Educational Trust
Principal and registered office	Upton Court Grammar School Lascelles Road Slough SL3 7PR
Company secretary	S I Sarll
Senior management team	A Spinks, CEO and Accounting Officer E Neighbour, Deputy CEO M Pritchard, Director of Education (appointed 1 September 2023) S I Sarll, Chief Financial Officer (resigned 1 October 2024) L Harris, Head of Trevelyan Middle School A Murdoch, Head of Desborough College O King, Head of Upton Court Grammar School (appointed 1 September 2023) J Theisinger, Head of Foxborough Primary School
Independent auditors	Kreston Reeves LLP Chartered Accountants 37 St Margaret's Street Canterbury Kent CT1 2TU

Pioneer Educational Trust
(A Company Limited by Guarantee)

Reference and Administrative Details (continued)
For the Year Ended 31 August 2024

Bankers	HSBC Bank 128 High Street Slough Berkshire SL1 1JF
----------------	--

Pioneer Educational Trust
(A Company Limited by Guarantee)

Trustees' Report
For the Year Ended 31 August 2024

Annual financial statements

The Trustees present their annual report together with the consolidated financial statements of the Academy Trust and its subsidiary and auditor's report of the Pioneer Educational Trust ("the Charitable Company" or "the Trust" or "Pioneer") and the group for the period 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 a primary, middle and two secondary Academies in Berkshire. Its Academies have a combined pupil capacity of 3,075 and had a roll of 2,641 from the Autumn 2023 pupil census.

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 of the Trust.

The Trustees of the Charitable Company are also the Directors for the purposes of company law. The terms Trustee and Director are interchangeable.

The Charitable Company is known as Pioneer Educational Trust.

The operation of the Academies and employment of staff are the responsibility of the Trustees. The Trust retains overall control of Academy budgets and finances, and monitors these closely through the Finance, Audit and Risk Committee. Local Committees (LCs) play a critical role in overseeing educational standards in order to reinforce controls, balances and checks.

Details of the Trustees who served during 2023/24 are included in the Reference and Administrative Details section. Within this report the term Trustee refers to an individual who sits on the Board of Trustees and the term Governor refers to an individual who sits on a LC.

Members' Liability

Each Member of the Trust 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

Subject to the provisions of the Companies Act 2006 every Trustee, Governor or other officer of the Trust shall be indemnified out of the assets of the Trust against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which they are acquitted or in connection with any applications in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of Trust in relation to the affairs of the Trust.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Trustees' Report (continued)
For the Year Ended 31 August 2024

A Director may benefit from any indemnity insurance purchased at the Trust's expense to cover the liability of the Directors which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Trust. Provided that any such insurance shall not extend to any claim arising from any act or omission which the Directors knew to be a breach of Trust or breach of duty or which was committed by the Directors reckless disregard to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Directors in their capacity as Directors of the Trust.

Method of Recruitment and Appointment or Election of Trustees

The management of the Trust is the responsibility of the Trustees who are elected and co-opted under the Articles of Association. The recruitment and succession planning of the Trustees must reflect Pioneer's ambitions of growth over the next five years.

The skills profile of the Board must reflect the governance needs of the Trust and hence co-opted Trustees are sought who provide a broad skill set such as Finance, Risk, Audit, Human Resources, Education Performance and Curriculum, Strategic Partnerships, External Relationships and Public Relations, Estates and Property, Health & Safety, SEND and Safeguarding as well as Leadership and Policy where this is not present within existing Trustees. Skills audits are undertaken each year to determine where there are gaps.

The number of Trustees must be at least three but is not subject to a maximum. Subject to Articles 48, 49 and 53, in the Articles of Association, the Trust shall have the following Trustees:

- Up to 9 Trustees appointed by Members by ordinary resolution
- The Chief Executive Officer (CEO) of the Trust
- A minimum of 2 Parent Trustees unless each Academy's Local Committee or Advisory Body, as the case may be, includes at least two Parent members

The Trust may also have Co-opted Directors/Trustees. Recruitment of the Co-opted Trustees starts with a nomination being made. Prospective Trustees are then interviewed by CEO or Deputy CEO and Chair of Trustees or a member of the Nominations Committee and depending on their experience may be invited to attend a number of meetings before a decision is made by the Trustees to appoint.

The term of office for any Trustee is four years, save that this time limit shall not apply to the CEO. Any Trustee can be re-appointed or re-elected. In certain circumstances the Secretary of State for Education has the power to appoint Trustees.

Policies and Procedures Adopted for the Induction and Training of Trustees

The Trust undertakes its own induction and training of Trustees. Training is provided internally by our Executive Leadership Team or externally by our professional advisors. Access to The Key (a national information service for school leaders & Governors) and National Governance Association (a representative body) is available to the Governors and Trustees to keep them up-to-date on relevant changes in legislation and on best practice. A comprehensive range of courses are offered to the Trustees. These are:

- Induction training
- In house training, including customised sessions on specific subjects
- Briefing papers and publications
- Suite of core governance training courses provided by the Royal Borough of Windsor & Maidenhead

Pioneer Educational Trust
(A Company Limited by Guarantee)

Trustees' Report (continued)
For the Year Ended 31 August 2024

Training and induction for new Trustees will depend on their existing experience. All new Trustees are given the opportunity to tour the Trust schools and a chance to meet staff and pupils. All Trustees are provided with login details to the Pioneer Governance secure area which gives them direct access to all Trust and governance information, including strategic planning documents, policies, procedures, minutes, accounts and other documents that they will need to understand their roles as Trustee. On-going governance reviews and training programmes are encouraged for all Trustees to ensure that they continue to make an effective contribution and are kept up to-date with changes in legislation and government policy on education.

Organisational Structure

The organisational structure consists of three levels: the Trust Board and the CEO; at each Academy within the Trust, a Local Committee and, a Senior Leadership Team. The Trust Board is responsible for each Academy within the Trust and statutory duties.

The Trustees with the CEO are responsible for setting general policy, adopting an annual plan and budget, approval, monitoring the Trust by use of budgets and making major decisions about the strategic direction of the Trust, capital expenditure and senior staff appointments. They have retained responsibility for Pay & Conditions, Human Resources and Finance and have a strategic overview of the areas delegated to the Local Committees.

The Trust Board has two additional sub-committees; Finance, Audit & Risk and Pay & Conditions.

The Chief Executive Officer of the Trust assumes the role of the Accounting Officer.

The Executive Leadership Team of the Trust includes:

A Spinks	CEO and Accounting Officer
E Neighbour	Deputy CEO
M Pritchard	Director of Education
S I Sarll	Chief Financial Officer

The Local Committees are accountable to the Trust Board and work within the remit of an agreed and understood Scheme of Delegation. The Local Committees are responsible and accountable for:

Teaching and Learning	Curriculum & Standards of Performance Student Attainment Learning
Safe Environment	Safeguarding Day to Day Health & Safety The Learning Environment
Discipline and Appeals	Student Discipline and Appeals
Community Engagement	Engaging with all the communities that the <u>school</u> <u>works with and/or serves</u>

There is a Senior Leadership Team in each Academy with a Head Teacher who reports to the CEO. Each Academy has its own separate leadership structure.

Trustees' Report (continued)
For the Year Ended 31 August 2024

Arrangements for setting pay and remuneration of key management personnel.

Periodically the support staff roles within the Trust are benchmarked by an independent HR specialist company with experience of the education market. Leadership roles are benchmarked by the MAT Executive Leadership Team. These are reviewed as re-organisations are undertaken, new roles are established and as responsibilities change. Key Management Personnel are reviewed by the Trustees. Key Management Personnel for this purpose are the Senior Leadership Team as defined on page 1.

Trade Union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
2	2

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	2
1%-50%	0
51%-99%	0
100%	0

Percentage of pay bill spent on facility time

Total cost of facility time	£960
Total pay bill	£14.1m
Percentage of the total pay bill spent on facility time	0.01%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	N/A
---	-----

Related Parties and other Connected Charities and Organisations

In previous years the Trust made recharges for Catering Management to Upton Court Services Ltd, a wholly owned subsidiary with the CEO and Deputy CEO as Directors. The subsidiary has not traded during this year. The subsidiary is a company registered in England & Wales under company number 03792054.

Engagement with employees (including disabled persons)

Pioneer believes that engaging with employees is a key part of the effective management of day-to-day operation and as such utilises the following to do this pro-actively.

- Regular staff meetings take place in all of our schools and periodic inset/training days and events provide an opportunity for employees to be informed and consulted on matters of concern to them.
- A staff survey is sent to all staff periodically (this most recently took place during Autumn 2024), with the output considered by Trustees.
- Our annual performance review and appraisal process involves all employees in the consideration of the Trust's organisational objectives and their contribution to the Trust's performance.

The Trust's process and procedures for recruitment and selection are designed to be fair, methodical and ensure equality of consideration for all candidates based on all assessment of the requirements of the post and no applicant will receive less favourable consideration regardless of either a declared disability or in relation to a protected characteristic. Pioneer is a Disability Confident Employer. Similarly, no employee will be disadvantaged in respect of training or progression as a result of the same factors.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Trustees' Report (continued)
For the Year Ended 31 August 2024

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

In accordance with the Companies (Miscellaneous Reporting) Regulations 2018, the Trust has demonstrated how it has promoted the need to foster good business relationships with suppliers, customers and other stakeholders.

All engagement with suppliers, customers and others in a business relationship are conducted in accordance with the Trust's Financial Policy and Procedures and after any potential impacts and risks have been assessed and mitigated. Engagement is only considered in the best interests of the Trust and its stakeholders.

The Trust's aim is to utilise its resources effectively to provide exceptional education to all and to provide a safe and healthy environment in which to do so. The long-term financial sustainability is key to decision-making, particularly in response to the challenging conditions of the past year.

The Trust aims to conduct all its business relationships with high levels of integrity and courtesy.

Objectives and Activities

Objects and Aims

The principal object and activity of the Trust is the operation of Academies to provide a broad and balanced curriculum.

The Trust's Articles of Association state that the Trust's object is specifically restricted to the following:

"To advance for the public benefit education in the United Kingdom, in particular, but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum".

"The promotion for the benefit of the inhabitants of Slough and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants".

Mission

Pioneering an exceptional education that consciously liberates.

Vision

Educational excellence for all

All children and young people are prepared to thrive at intrapersonal, interpersonal, societal and global levels. Learners' experience is relational, empowering and liberates consciously.

Great place to work

Pioneer creates the conditions for all staff to thrive and be fulfilled as a result of: leadership, culture and climate; professional development; and, manageable workload.

Sustainable, inspiring environments

Inspiring environments reflect our mission, vision and values. Positive action is taken to reduce energy consumption and increase efficiencies to protect our planet.

Trustees' Report (continued)
For the Year Ended 31 August 2024

Leading ethically in service to others

Within a culture of ethical leadership, Pioneer serves our communities and the wider education system in line with our pioneering leadership dynamics, charitable objects and equality objectives.

Values

Invest intelligently

Pioneer Educational Trust creates the conditions to pioneer an exceptional education for all by providing an enabling environment, system leadership and specialist support.

Liberate consciously

Diversity, equity, inclusion and belonging permeates Pioneer Educational Trust. We are cohesively diverse, demonstrate allyship and seek to consciously liberate through an exceptional education and being a great place to work.

Inspiring collaboration

Pioneering leadership drives our trust's culture and supports all pupils and staff to feel, think and act like an ethical leader. In a culture of high trust and professionalism, pioneering leadership liberates, inspires and drives excellence.

Pioneer

Pioneer Educational Trust is ever evolving. Through consultation and feedback, engagement in evidence-led practices and powerful conversations, we seek to innovate, take intelligent risks, and contribute to our local communities and the education system.

Objectives, Strategies and Activities

Desborough College

On 1st April 2023, Desborough College joined Pioneer Educational Trust.

The school was inspected by Ofsted on 16th and 17th May, 2024. The outcome of the ungraded inspection was that Desborough College continues to be a good school. The inspection team commented, 'Pupils benefit from the recently broadened curriculum and reshaped pastoral programmes throughout the school. These aim to help pupils to succeed academically and become well-rounded individuals.' The report also recognised a number of strengths of the school such as the reading programme, careers education, sixth form provision, a well-planned curriculum and our approach to personal development.

With Ofsted's removal of single headline grades, schools that are then inspected during the 2024/25 academic year will receive a rating in the four existing subcategories: quality of education, behaviour and attitudes, personal development and leadership & management. The Academy is now actively working on achieving an Outstanding grade from Ofsted in these four subcategories. Note, School Report Cards introduced from September 2025, the format of which is currently unknown.

Trustees' Report (continued)
For the Year Ended 31 August 2024

Our vision and mission

We believe that every single student is capable of achieving and exceeding their potential and that this will be achieved through a broad and ambitious curriculum. We understand that children have different needs and different start points but we know that, through high-quality teaching and support, barriers to learning can be overcome. Desborough is an inclusive community where all students, staff and stakeholders are valued. We believe that, in forming positive relationships based on kindness and respect, we will create a climate for learning where staff and students will excel.

Our vision is to 'develop ethical future leaders the Desborough Way' and ensure that all students are prepared for the next stage of their education or employment. The way we do this this here, the Desborough way', is through our four Cs.

- Currency – through exceptional teaching and learning we will equip our students with knowledge and skills across a broad and balanced range of subjects.
- Culture – we will develop a positive student culture underpinned by our behaviour rules of being ready, respectful and safe.
- Character – we know that for our students to be successful in the future, academic grades alone are not enough. We will prepare our students for their futures through a carefully designed personal development curriculum to develop skills such as leadership, resilience and communication.
- Capacity – we will invest in our staff to support them to provide the best education possible for our students.

Foxborough Primary School

On 1 May 2019 the Academy was judged as being Good in all areas by Ofsted. To put this in context, the Academy was into special measures in June 2013 and became part of Pioneer on 1 January 2014. In the December 2016 Ofsted Inspection, the Academy was out of special measures and judged as requiring improvement.

The Ofsted report in 2019 noted that the vision and values of the Trust underpin the ethos and culture of the school. Staff said 'The school is a much happier place to be'. Their expectations of pupils are appropriately high.

It also reported that the Trust had played an instrumental role in supporting the school's improvement saying *"The multi-academy trust has been very instrumental in securing strong leadership and improving the school'. The Trust 'has also wisely given the well-being and professional development of staff a high priority. This has helped to stabilise staffing after a period of some turbulence. Collaborative working with other schools within the MAT, and the provisions of high-quality professional training and support, have led to sustained improvement."*

The report also reported on Governance and noted that new governors "are well supported by the MAT to develop their expertise and effectiveness in providing the right balance of support and challenge. The MAT routinely trains governors to ensure that leaders are held appropriately to account. Governors also work closely with the MAT's board of Directors".

With Ofsted's removal of single headline grades, schools that are then inspected during the 2024/25 academic year will receive a rating in the four existing subcategories: quality of education, behaviour and attitudes, personal development and leadership & management. The Academy is now actively working on achieving an Outstanding grade from Ofsted in these four subcategories. Note, School Report Cards introduced from September 2025, the format of which is currently unknown.

Trustees' Report (continued)
For the Year Ended 31 August 2024

Our Mission; Our 'Why'

We are a small school with a big heart. We are role models who build supportive relationships with our pupils that create independent, responsible learners who are open-minded. We provide challenging opportunities so that every pupil can reach their full potential, driven by our passion for education and kindness.

Our Vision

Foxborough Primary School is proud to serve its pupils, their families and the local community.

As a school, we seek to provide an inspiring education that is inclusive and supportive. We are committed to providing a principled and holistic education that develops the whole child providing them with the love of learning and a desire to make a positive contribution to society.

Foxborough Primary School:

- Cares for its pupils and their families in a supportive and understanding environment;
- Seeks to nurture every child's individual talents so that they reach their full potential;
- Works co-operatively with the local community to raise aspirations;
- Is purposeful, organised and effective in bringing about positive change.

As well as providing a curriculum that prepares children for their continuing educational journey, the school aims to develop its pupils as resilient, resourceful and creative thinkers.

Our Values

Responsibility

We are responsible for our actions, our school and our community.

Open-mindedness

We are open-minded to listen and see things from others' points of view.

Challenge

We challenge ourselves to learn and improve.

Kindness

We are kind to ourselves and others.

Our Expectations

- Ready
- Respectful
- Safe

Trustees' Report (continued)
For the Year Ended 31 August 2024

Trevelyan Middle School

On 2 October 2019 the Academy was judged as being Good overall by Ofsted. It was rated as outstanding in two of the four areas assessed: behaviour and attitudes; personal development. To put this into context, the Academy was judged as Requiring Improvement in January 2013 and January 2015 before joining Pioneer in November 2016. The Academy had never been assessed as being Good previously and so this was an historic moment for the school.

The inspectors noted that 'Trustees of the multi-academy trust (MAT) have a clear vision for the school. They work closely with governors and leaders to ensure that teachers' workload is manageable. Leaders enable subject leaders and teachers to work with others from across the Trust to develop expertise. The chief executive officers of the MAT support leaders well to ensure that high standards are maintained.'

With Ofsted's removal of single headline grades, schools that are then inspected during the 2024/25 academic year will receive a rating in the four existing subcategories: quality of education, behaviour and attitudes, personal development and leadership & management. The Academy is now actively working on achieving an Outstanding in the remaining two subcategories assessed as good, out of these four subcategories. Note, School Report Cards introduced from September 2025, the format of which is currently unknown.

Our Vision

Trevelyan pupils will celebrate success today and be prepared for success in tomorrow's rapidly-changing world by thinking critically, having a global perspective, demonstrating kindness and embracing our school's values.

Our Values

Innovation	Curiosity	Social Responsibility	Resilience
We provide a rich, progressive and innovative curriculum that is hinged upon real-world links and is responsive to our ever-evolving world.	We ignite pupils' curiosity, instilling a passion and motivation for lifelong learning.	We create meaningful and inclusive environments that celebrate diversity in all its forms and nurture our learners to be outward-thinking citizens.	We ensure all pupils reach their full potential, developing resilience through challenge and independence, creating confident learners.

Upton Court Grammar School

UCGS was inspected by OFSTED on 29th – 30th November 2022 and judged to be Outstanding in all areas. The OFSTED report highlights the many strengths of our school:

"Leaders have created an aspirational curriculum. It is carefully planned, boldly ambitious and thoughtfully implemented. It is meticulously sequenced across all years, including the sixth form.

School leaders are committed to supporting all pupils to thrive and succeed. Character education is a significant strength of the school.

The breadth and scale of extra-curricular activities are exceptional.

School improvement priorities are ambitious and resolutely focused on providing a world-class education."

Trustees' Report (continued)
For the Year Ended 31 August 2024

These inspection findings are a result of the relentless hard work and dedication of the school's expert teachers and staff, the vision and drive of the leadership team, the attitudes and mindsets of students, the strong support and partnership from parents and families, the first-class support provided by Pioneer Educational Trust, and the support, challenge and service of governors and trustees.

UCGS will continue to work every day to support young people to thrive, academically and personally, and to provide an outstanding, world-class educational experience.

Our Mission

Upton Court Grammar School ensured all students fulfilled their academic and personal aspirations and thrived as successful and engaged citizens.

Our rapidly changing global society, with its accent upon individual responsibility, requires not only high academic standards but also independence of spirit which Upton Court Grammar School seeks to foster. We aim to work in partnership with parents and the community to widen and develop each student's knowledge, experience, imagination and intercultural understanding; at the same time fostering an awareness of moral values and a capacity for enjoyment which will enable students to be an active participant in a global society.

Upton Court Grammar School seeks to:

- become a world-class school, seen as a centre of excellence and creativity in learning and teaching;
- equip students with the ability to articulate their ideas with confidence in an increasingly competitive international work environment.

Within the school, we resolve to:

- promote the highest academic standards and enable all students to achieve their full potential;
- be concerned for the education of the whole person;
- seek to produce self-reliant, conscientious and inquiring people who will go on actively learning for the rest of their lives;
- value all young people and get to know them well.

At the end of their education at Upton Court Grammar School, young people will have been prepared for citizenship in a democracy and promoting British Values through working constructively with the local neighbourhood and wider communities.

An Innovative Grammar School

Upton Court Grammar School is proud of its traditions as a centre of excellence. We uphold the traditional values associated with grammar schools: expectations of the highest possible attainment, expectations of hard work and commitment from all, and expectations of behaviour that allows effective teaching and learning to take place. At the same time, we are excited by how innovation can improve still further our students' experience at school.

Our Values

At UCGS, our decisions, behaviours and actions are values-driven. Our core values encapsulate what we are all about and help staff and students make decisions and choices, providing an internal barometer for deciding how we should act at all times. Our core values at UCGS are:

- Unity
- Curiosity
- Growth
- Service

Trustees' Report (continued)
For the Year Ended 31 August 2024

Our core values can be seen in our culture, our routines, our behaviours and our relationships. The artefacts of our values can be found across the school: in classrooms, in offices, in the playground and on the walls (actual and virtual). They are the tangible products and evidence of our values-driven approach to teaching and learning and leadership and management. We will continue to find new and innovative ways to express these and share them with our community.

Public Benefit

The Trust acknowledges the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's published general and relevant sub sector guidance on public benefit. This guidance has been taken into account when reviewing our aims, strategy and in planning future activities. All activities undertaken by Trust are for the public benefit. The Trust has continued to makes its facilities available to the local community and to provide after school clubs.

The Trust is specifically restricted to advance, for the public benefit, education in the United Kingdom and reports annually on the ways in which it has successfully delivered in this regard.

Equal Opportunities

The Trust recognise that equal opportunities should be an integral part of good practice within the workplace. The Trust aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued. The Trust is implementing Equality Objectives that detail five strategic priorities in promoting equal opportunities and equity, diversity, inclusion and belonging. These include: embedding DEIB link governors and trustees; providing leadership development opportunities for underrepresented groups in educational leadership; provide further training in anti-racism and embed anti-racism practices; enable inclusion through high quality digital solutions; and, further develop pastoral support for pupils with special educational needs and disabilities.

Disabled persons

The policy of the Trust is to support recruitment and retention of students and employees with disabilities and as such we are a Disability Confident Employer. The Trust achieves this through: adapting the physical environment; making support resources available; recruitment practices and; training and career development. Many buildings and sites have been adapted to include lifts, ramps and disabled toilets and door widths that are adequate to enable wheelchair access to all the main areas of the schools. Further adaptations are being made.

Strategic Report

Achievements and performance

Desborough College

Student attainment at the end of Key Stage 4 is broadly in line with the national.

	National Average	School
Progress 8 score	-0.03	-0.17
Grade 5 or above in English & maths GCSEs	45.9%	52.3%
Attainment 8 score	45.9	44.9
Entering EBacc	40.4%	32.8%
EBacc average point score	4.07	4.04

Trustees' Report (continued)
For the Year Ended 31 August 2024

Foxborough Primary School

The Academy has a significant number of pupils in receipt of Pupil Premium funding, compared to the national average (highest 20% compared to all schools) and a significant number of pupils whose first language is not English, compared to the national average (highest 20% compared to all schools). The number of children with special educational needs and disabilities is 31% (where the national figure is 12.6%), some with significant cognitive and behavioural needs; this significantly above the national average. Pupil mobility is also higher than that nationally. Pupil attainment in the individual strands, at the end of Key Stage 2, is broadly in line with national.

	National Average	School
Pupils meeting expected standard in reading, writing and maths	61%	57%
Pupils meeting expected standard - Reading	74%	77%
Pupils meeting expected standard - Writing	72%	70%
Pupils meeting expected standard - Maths	73%	63%

The Academy achieved strong results for pupils achieving Reading, Writing and Maths combined at a higher standard: 10% compared to 8% national.

The Academy is oversubscribed in most year groups.

Trevelyan Middle School

Pupils with SEND (14% of the cohort) outperformed their peers with SEND both locally and nationally in every end of KS2 performance measure at The Academy. Disadvantaged pupils (again, 14% of the cohort) outperformed their disadvantaged peers locally and nationally in almost every end of KS2 performance measure.

	National Average	School
Pupils meeting expected standard in reading, writing and maths	61%	59%
Pupils meeting expected standard - Reading	74%	82%
Pupils meeting expected standard - Writing	72%	69%
Pupils meeting expected standard - Maths	73%	81%

The Academy achieved excellent results for pupils achieving at a higher standard; 34% in Reading compared to 28% national.

Compared to the Local Authority, The Academy's disadvantaged pupils performed between 25 and 36 percentage points better in reading, maths, GPS and writing at or above the expected end of KS2 level.

Trustees' Report (continued)
For the Year Ended 31 August 2024

Upton Court Grammar School

The school's Progress 8 score was +0.85, significantly above national, which shows that the Academy adds exceptional value and that students achieved almost a grade higher on average in their GCSEs, than if they attended elsewhere. Outstanding GCE qualifications have enabled sixth form students of Upton Court Grammar School to access the most competitive higher education courses at top UK universities.

The Academy has another year of outstanding results from the Summer of 2024 with the following results. The GCSE Attainment 8 score achieved is the best in the school's history

	National Average	School
Progress 8 score	-0.03	+0.85
Grade 5 or above in English & maths GCSEs	45.9%	99.4%
Attainment 8 score	45.9	77.6
Entering EBacc	40.4%	98.2%
EBacc average point score	4.07	7.58

The Academy continues to be oversubscribed with its Year 7 pupil intake.

Key Performance Indicator

<u>Key Performance Indicator</u>	<u>Current period</u>	<u>Trends over time</u>
Revenue – restricted & unrestricted General Fund	£19,426k	2020 £10,453k, 2021 £10,830k, 2022 £12,195k, 2023 £15,673k
Staff costs as % of GAG Income	87%	2020 – 88%, 2021 – 89% 2022 – 89%, 2023 – 84%
Free Reserves– restricted & unrestricted General Fund	£3,136k	2020 £3,422k, 2021 £3,547k 2022 £3,678k, 2023 £3,521k
Ofsted Inspection report	Desborough College – 2024 Good Foxborough Primary – 2019 Good Trevelyan Middle – 2019 Good UCGS – 2022 Outstanding	Desborough College – 2019 Good Foxborough Primary – 2016 Requires Improvement Trevelyan Middle – 2015 Requires Improvement UCGS 2008 - Outstanding

Going Concern

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

Pioneer Educational Trust
(A Company Limited by Guarantee)

Trustees' Report (continued)
For the Year Ended 31 August 2024

In coming to this conclusion, the Trustees have taken into consideration the 3-year Budget Forecast Return, their assessment of risks and uncertainties facing the Trust and the cash reserves of the Trust. The Trustees have taken into consideration that over the next three years: one Academy is forecast to make notable in year losses; one Academy has a small PAN (Published Admission Number) and as a one form entry Academy faces increased financial pressures. There were also assumptions made on unfunded pay rises and pension increases. The Trustees, therefore, in setting the 3-year budget plan, made the decision to utilise some reserves whilst looking at ways to further raise income and reduce costs. An external organisation is contracted to let out our Academy facilities (the management, advertising, booking and resourcing of facilities in the evening, weekends and school holidays).

Promoting the success of the company

The Trustees have acted and continue to act in the way they consider most likely to promote the success of the Trust and in doing so have given due regard to:

- Likely long-term consequences of decisions, most particularly seen through strategic planning and multiyear financial planning;
- The interests of the Trust's employees, as set out above under the heading ***Engagement with employees;***
- The need to foster the Trust's relationships with suppliers, customers and others, as set out above under the heading ***Engagement with suppliers, customers and others in a business relationship with the Trust;***
- The impact of the Trust's operations on the community and the environment, which can be understood in part from the information above under the headings ***Engagement with suppliers, customers and others in a business relationship with the Trust, Objects & Aims and Public Benefit;***
- The desirability of maintaining a reputation for high standards of business conduct, which Trustees acknowledge and deliver through robust policies and procedures as well as clear and transparent declarations of interest.

Financial Review

The Statement of Financial Activities shows a consolidated loss before actuarial gains or losses on the Local Government Pension Scheme of £4,161k (2023 – surplus of £1,386k). The results are stated after the annual depreciation charge of £2,284k (2023 £1,529k) and a transfer of £1,250k from restricted to fixed asset reserves to cover the cost of additional fixed assets purchased over the amount of capital income received. This additional capital expenditure across all four schools covered such things as block refurbishment, IT infrastructure upgrades, roofing works, fire safety & electrical works, the creation of a specialised SEND area and new IT equipment (touchscreens, tablets). All of the above are set against the fixed asset fund.

Most of the Trust's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period and the associated expenditure are shown in restricted funds in the Statement of Financial Activities. As shown in note 21, restricted general funds (excluding pension) decreased by £562k (2023 – £524k)

The main source of unrestricted income was trip income. Unrestricted funds thereby increased by £204k to £1,898k at 31 August 2024.

The Trust also received grants for fixed assets from the ESFA, in accordance with the Charities Statement of Recommended Practice 'Accounting for Reporting' FRS 102 2015, such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

Under the Charities SORP, it is necessary to charge projected deficits on the Local Government Pension Scheme, which is provided for support staff, to a restricted fund. This does not present the Trust with any liquidity problems. Employer contributions are currently rising as detailed in note 28.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Trustees' Report (continued)
For the Year Ended 31 August 2024

The pension reserve shows an increase of £170k in the Local Government Pension Scheme deficit to £2,130k (2023 £1,960k). Further details are shown in note 28. The DfE has previously stated that Academies are not expected to fund the deficit as a lump sum, but that it will continue to be addressed through employer contribution rates over future periods, from the General Annual Grant.

Overall the Trust has a healthy balance sheet and cash flow. Reserves will be used where needed to maintain the current assets and invested back into schools in conjunction with development plan and aims.

Reserves Policy

The Trust keeps the level of reserves under review as they wish to maintain reserves at a level where prudently the resources will cover long term cyclical needs of renewals and any unforeseen contingencies.

There is currently a deficit on the reserve for the Local Government Pension Scheme. The Trust is paying contributions to the Local Government Pension Scheme at the rate recommended by the actuary and payments in respect of the deficit will occur over a number of years. The last actuarial valuation was carried out as at 31 March 2022 and set the contribution rates from 1st April 2023 to 31st March 2026. The deficit increased this year.

The Trust currently has reserves across all four Academies to cover more than one month of average running costs. The Trust is working hard to improve revenues and reduce costs to counter the increasing pressures on the Academy budget with potential unfunded pay increases, pension cost increases and inflationary pressures as discussed under principal risks. The Trust currently has reserves of £3,163k.

The Trust reserves are shown in note 21 in the financial statements.

Investment Policy

The Trust will ensure adequate cash balances are maintained to cover day to day transactions. Surplus balances may be placed in investments with no risk of capital loss, but to optimise returns on such investments. All investments would be made in sterling, with UK based financial institutions meeting minimum creditworthiness standards.

Principal Risk and Uncertainties

The Companies Act 2006 s417(3b) requires disclosure of the principal risks and uncertainties facing a company. The Trust is exposed to a number of financial risks including credit, cash flow and liquidity risks. Given the Trust's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The trust's system of internal controls ensures risk is minimal in these areas.

A risk register is in place and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the Trust faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

The Trustees have assessed the major risks to which the Trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Trust, and its finances. The Trustees have implemented a number of systems to assess risks that the Academies face, especially in the operational areas (e.g. in relation to teaching and health and safety) and in relation to the control of finance. They have embedded systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains, they have ensured they have adequate insurance cover.

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

Trustees' Report (continued)
For the Year Ended 31 August 2024

It should also be noted that procedures are in place to ensure compliance with the health and safety regulations, pertaining to both staff and pupils.

Please refer to the Reserves Policy above for a description of the defined benefit pension scheme, in which there was a deficit 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 into force on 18 July 2013.

The Principal risks facing the Trust are:

- 1) Financial Risk - Pioneer Educational Trust is heavily reliant on government funding and this is expected to continue. This leaves Pioneer vulnerable to changes in government policy particularly those that reduce the public funding available for education. The current level of inflation is putting pressure on expenditure. One of the principal goals for the Trust is to safeguard its long-term ability to continue to attract the high-calibre staff required to deliver an excellent education to all pupils, and to maintain and renew its physical facilities. The risks of reduced government funding to education therefore need to be managed.

This risk is being mitigated in a number of ways by:

- Monitoring the evolving education agenda and keeping informed of changes made by the Department for Education;
 - Keeping the Member Academies' cost base as low as possible and ensuring that value for money is obtained; and
 - Developing commercial activities that will contribute towards the overheads of the Academies in the Trust and promote the educational facilities available.
- 2) Student numbers are at or very close to capacity in three of the schools and significantly below capacity in one of the schools. The risk of failing to recruit sufficient pupils is being mitigated in a number of ways by:
 - Ensuring a high-quality learning environment will be provided with high success rates in achievement and progress;
 - Providing good quality educational resources for staff and pupils;
 - Improving school estates on a continuing basis
 - 3) Staffing Risk – the success of an Academy is reliant on the quality of its staff. The Trust has found that there are difficulties in recruiting new staff because of competition from other local schools, proximity to London and higher salary rates, and the significant current national recruitment crises for both teaching and support staff roles

The risk of failing to attain and retain high quality staff is being mitigated by policies and procedures to ensure continued development and training of staff as well as ensuring that there is clear succession planning. No staff are appointed unless they fully meet the Trust's criteria in particular trainee teachers are being recruited via Schools Direct and from overseas. It is clear from the recent Ofsted reports that staff in the Academies appreciate the Trust input and in ensuring that their workloads are manageable.

- 4) Asset Risk -
 - a. Desborough College has recently had significant capital investment via CIF and UCS funding; fire safety and electrical improvements, structural repair work on two of the older buildings and Water & Heating Distribution Replacement. Starting in July 2024, significant works are being undertaken funded by the DfE, which includes fire safety works, gas safety works, roofing works, drainage works, IT infrastructure works and window & door replacements. Additional CIF bids are being considered to bring all the buildings up to standard.

Trustees' Report (continued)
For the Year Ended 31 August 2024

- b. Upton Court Grammar School completed the final phase 3 (of 3) of the Priority School Building Plan (PSBP) rebuild and renovation programme in October 2019 with a new gym and multiuse games area (MUGA) being handed over to the Academy for occupation. In terms of significant building work needed in the next few years there is only one concern area, namely the drains underneath the 1936 building; these have been monitored to see if the problems of past flooding re-occur after all the building work and improvements that have taken place finished. Over the past few years, despite some periods of significant rainfall, the previous flooding problems have not re-occurred, but the monitoring will continue. However, we now believe that this is no longer an issue.
- c. Foxborough Primary School has via CIF funding repaired some of the roofs and installed a new boiler & heating system. All teaching classrooms have been refurbished and a new library and intervention spaces created. Windows and many external doors, where critical, have been renewed and drainage repair work undertaken. Current CIF projects are refurbishing the remaining roofs and undertaking fire safety and electrical improvements. The Den has been refurbished, creating a modern resourced area for pupils with SEND. There are currently no significant areas of concern.
- d. Trevelyan Middle School has recently replaced windows, flat roofs, boilers & heating system, rebuilt outdoor sports courts, extended a number of classrooms, upgraded the kitchen, undertaken works on passive fire safety to bring this up to standard and the recently finished project undertook fire safety and electrical improvements. The current CIF project involves bringing the remaining roofs up to standard. The Local Authority has funded works, refurbishing one area and building an additional classroom, in anticipation of Trevelyan opening a Resource Base in September 2025.

The risk of failing to maintain the buildings is being mitigated by keeping in close contact with the ESFA to keep them aware of the issues that we have and ensuring that essential and health and safety repairs are undertaken. Refurbishing is only undertaken where this is considered beneficial to the educational needs of the Academies.

- 5) Pension Risk - The Trustees acknowledge and are concerned about the LGPS deficit which is included as a liability on the balance sheet of the Trust. It has increased during this year, but could prove to be a volatile liability in future years. The ultimate risk is that the liability crystallises and becomes payable. However, as the LGPS pension fund is a national fund, albeit administered at a local level, this event will not occur unless there is a closure of an Academy within the Trust (see above). The Trustees expect that future pension contributions will increase in order to cover current service costs and to eliminate the deficit. As detailed in the Reserves Policy and at note 28 the Trust has a defined benefit pension scheme which is in deficit by £2,130k.

Fundraising

Each Academy organises fundraising events for specific projects and co-ordinates the activities of the parents, pupils and Academy staff. During the year the Trust did not use professional fundraisers or involve commercial participators. Due consideration is given at all times to ensuring that no fundraising practices are unreasonably intrusive or apply undue pressure especially with regard to vulnerable persons. There have been no complaints about fundraising activities this year.

Trustees' Report (continued)
For the Year Ended 31 August 2024

Streamlined energy and carbon reporting

UK greenhouse gas emissions and energy use data for the period		1 September 2023 to 31 August 2024
Energy consumption used to calculate emissions (kWh)		3,115,696
Energy consumption break down (kWh)	Electricity	891,713
	Gas	2,223,983
Scope 1 emissions in metric tonnes CO2e	Gas consumption	406.77
	Owned transport	3.64
	Total	410.40
Scope 2 emissions in metric tonnes CO2e	Purchased electricity	184.63
Scope3 emissions in metric tonnes CO2e	Business travel	2.80
Total gross emissions in metric tonnes CO2e		597.83
Intensity ratio	Tonnes CO2e per pupil	0.23

Quantification and reporting methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol - Corporate Standard and have used the 2024 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

The chosen intensity measurement ratio is the total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

Measures taken to improve energy efficiency

- Replacement roofing with improved insulation
- We continue to use video-conferencing where appropriate, to reduce the need for travel between sites
- Refurbished electrics fitting efficient LED lighting with motion sensors so they turn off after a period of no motion
- Careful monitoring of heating thermostats
- Replacement windows that are more thermally efficient

Trustees' Report (continued)
For the Year Ended 31 August 2024

Plans for Future Periods

The Trust will continue striving to uphold and build upon its successes and the achievement of its pupils at all levels. With Ofsted's removal of single headline grades, schools that are then inspected during the 2024/25 academic year will receive a rating in the four existing subcategories: quality of education, behaviour and attitudes, personal development and leadership & management; School Report Cards are to be introduced from September 2025, the format of which is currently unknown. Looking at each school:

- Desborough College endeavours to bring the Academy up to an Outstanding rating from Ofsted in these four subcategories, having achieved good in 2024;
- Upton Court Grammar School re-achieved their Outstanding OFSTED rating in 2022 and will endeavour to maintain their Outstanding rating in the four existing subcategories, ensuring that all pupils are in a position to take up a career of their choice when they leave and that they are all equipped to make a substantial contribution to society;
- Foxborough Primary School endeavours to bring the Academy up to an Outstanding rating from Ofsted in these four subcategories, having achieved good in 2019;
- Trevelyan Middle School endeavours to bring the Academy up to an Outstanding rating from Ofsted for the remaining two subcategories assessed as good, having achieved good in these in 2019;
- Pioneer is ambitious to grow in size and continues to look for additional schools to join the Trust and enable all Trust Academies to benefit from the larger base of schools;
- Work continues to realise cost savings and effectiveness across the Trust, while developing a centralised procurement strategy and operational improvement initiatives.

Funds Held as Custodian Trustee on Behalf of Others

The Academy Trust and / or its trustees did not act as custodian trustee during the current or previous period.

Auditor

Insofar as the Trustees are aware:

- there is no relevant audit information of which the Charitable Company's auditors are 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 auditors are aware of that information.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 20th December 2024 and signed on its behalf by:



M Jervis
Chair of Trustees

Pioneer Educational Trust
(A Company Limited by Guarantee)

Governance Statement

Scope of responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Pioneer Educational Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 7 times during the year.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
L Hegarty	6	6
M Hernandez Estrada	6	6
M Jervis, Chair of Trustees	5	6
M Khan	1	6
A Le Poidevin, Chair of Finance & Audit	6	6
M Roper, Vice Chair of Trustees	5	6
R Sharma	6	6
A Spinks	5	6
S Veeran	5	6
M Yanambakkam	6	6
J Galloway	5	5
S Roddy	3	3

The Trust Board's work includes:

- To review the Trust risk register at least termly
- To review the Trusts Scheme of Delegation
- To receive reports from the Finance, Audit and Risk Committee on internal controls and any issues on the financial matters
- To receive and review the management accounts and cash flow report at least termly - more work is due to take place to ensure the covering report is succinct and covers the issues the Trustees need to be aware of
- To receive and review the budget for the following year
- To review and approve new policies or updated policies requiring Trust Board approval – changes are highlighted and a suitably skilled Trustee reads the policy and reports back on the policy to speed up the review process
- To review any reports on health and safety issues
- To review the Trust's staffing structure and to have an oversight of key staff appointments
- To receive reports on individual Academy performance and be aware of high and low performance where urgent action is needed or praise due – the dashboards have been developed to ensure that the information is easy to read and interpret for the Trustees and to allow focus on the key aspects
- To consider reports on developing the Trust

Pioneer Educational Trust
(A Company Limited by Guarantee)

Governance Statement (continued)

Governance (continued)

Conflicts of interest

Members, Trustees and the Executive Team ensure that conflicts of interest are managed by maintaining an up-to-date and complete register of interests. Trustees and Members are reminded at the start of all board meetings to declare any conflicts of interest, ensuring that they do not participate with items on the agenda where these conflicts arise. The register of interests is also published on the Trust website, in order to provide complete transparency in the operation of the Trust.

The Finance, Audit and Risk Committee is a subcommittee of the main Board of Trustees. Its purpose is to assist the Trust in fulfilling its oversight responsibilities with particular reference to:

- statutory financial reporting
- internal control
- risk management
- internal scrutiny
- external audit

To receive the reports from the auditors external and internal, with comments and recommendations on such matters, on a regular basis and ensuring major issues have been dealt with before taking them to the Board for ratification.

To receive the reports from the auditors external and internal, with comments and recommendations on such matters, on a regular basis and ensuring major issues have been dealt with before taking them to the Board for ratification.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
M Khan	4	7
A Le Poidevin (Chair)	7	7
R Sharma	6	7
A Spinks	7	7

The Pay and Conditions Committee is also a sub-committee of the main Board of Trustees.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
M Jervis	2	2
M Roper	2	2
A Spinks	1	1

Pioneer Educational Trust
(A Company Limited by Guarantee)

Governance Statement (continued)

Review of value for money

As accounting officer, the Chief Executive Officer 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, as well as estates safety and management, 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 appropriate. The accounting officer for the Trust has delivered improved value for money during the year by:

- letting out Academy premises outside of Academy operating hours in two of the schools to more fully utilise the Trust facilities, promote the Trust and provide additional resources;
- submitting bids to obtain additional capital funding for building works;
- curriculum led financial planning has ensured that staffing numbers meet the required outputs for each Academy whilst keeping costs at a minimum.

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

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the 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 year 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

The 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 and General Purposes 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 Trust's finances are managed centrally and the Trust applies the same internal control procedures across all Academies. All Academies are cashless, using financial software to collect monies from parents and financial software is used to approve and record financial transactions. However, orders are placed by the central finance team.

The Board of Trustees has decided to employ UHY Hacker Young LLP Chartered Accountants as internal auditor.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Governance Statement (continued)

The risk and control framework (continued)

The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the Trust's financial systems. In particular, the checks carried out in the current period included:

Spring Term

- Income; Non-Grants
- Payroll & HR
- Control Accounts and Accounting Entries
- Cash Management

Summer Term

- Purchasing and Payments
- Budgeting Process
- Central Trust Function
- Regularity and Governance

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

There were no high-risk level control issues arising as a result of the internal audit work undertaken in the year. An action plan was agreed to rectify the medium and low risk issues identified. The action plan was reported on to the Finance, Audit and Risk Committee and the agreed actions were completed.

Review of effectiveness

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

- the work of the internal auditor;
- on discharge of the Board of Trustees financial decisions to help the committee consider actions and assess year on year progress;
- the work of the MAT Executive Leadership Team within the Trust who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditors;

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

Pioneer Educational Trust
(A Company Limited by Guarantee)

Governance Statement (continued)

Review of effectiveness (continued)

Conclusion

Based on the advice of the Finance, Audit and Risk Committee and the Accounting Officer, the Board of Trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the members of the Board of Trustees on 20th December 2024
their behalf by:

and signed on



M Jervis
Chair of Trustees



A Spinks
Accounting Officer

Pioneer Educational Trust
(A Company Limited by Guarantee)

Statement of Regularity, Propriety and Compliance

As accounting officer of Pioneer Educational Trust, I have considered my responsibility to notify the Academy Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the Academy 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 Academy Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy'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.



A Spinks

Accounting Officer

Date: 20th December 2024

Pioneer Educational Trust
(A Company Limited by Guarantee)

Statement of Trustees' responsibilities
For the Year Ended 31 August 2024

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

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

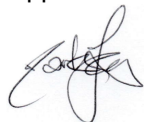
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and 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 their conduct and operation the Group and the charitable company apply financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from ESFA/DfE have been applied for the purposes intended.

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

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



M Jervis
Chair of Trustees

Date: 20th December 2024

Pioneer Educational Trust
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of Pioneer Educational Trust

Opinion

We have audited the financial statements of Pioneer Educational Trust (the 'parent Academy') and its subsidiaries (the 'Group') for the year ended 31 August 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Academy Balance Sheet, the Consolidated Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

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

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Group's or the parent Academy'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.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of Pioneer Educational Trust
(continued)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report including the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report and the Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Group and the parent Academy and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report including the 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:

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the Academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the parent Academy'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 Group or the parent Academy or to cease operations, or have no realistic alternative but to do so.

Independent Auditors' Report on the financial statements to the Members of Pioneer Educational Trust
(continued)

Auditors' responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the Academy Trust and the sector, and through discussion with the Trustees and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to child protection and safeguarding, health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Statement of Recommended Practice, Academies Accounts Direction, Academies Financial Handbook, taxation, and pension legislation. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase revenue or reduce expenditure, management bias in accounting estimates and judgemental areas of the financial statements such as the valuation of land and buildings and revenue and non-compliance with financial management and governance requirements which are consistent with the obligations of public funded bodies. Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management and internal audit; and
- Assessment of identified fraud risk factors; and
- Identifying and assessing the design effectiveness of controls that management has in place to prevent and detect fraud; and
- Consideration of income streams, completeness of income and compliance with the obligations of funders including the ESFA; and
- Review of cash and credit card expenditure to confirm no evidence of personal benefit; and
- Challenging assumptions and judgements made by management in its significant accounting estimates; and
- Checking and reperforming the reconciliation of key control accounts; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and
- Reading minutes of meetings of those charged with governance, reviewing internal audit reports and reviewing correspondence with relevant tax and regulatory authorities; and
- Physical inspection of tangible assets susceptible to fraud or irregularity; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of Pioneer Educational Trust
(continued)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. 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 is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- 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. 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.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the Academy's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Academy's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' Report. However, future events or conditions may cause the Academy to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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

Pioneer Educational Trust
(A Company Limited by Guarantee)

Independent Auditors' Report on the financial statements to the Members of Pioneer Educational Trust
(continued)

Kreston Reeves LLP

Kreston Reeves LLP
Chartered Accountants
Statutory Auditor
37 St Margaret's Street
Canterbury
Kent
CT1 2TU

Date: 20 December 2024

Pioneer Educational Trust
(A Company Limited by Guarantee)

Independent Reporting Accountant's Assurance Report on Regularity to Pioneer Educational Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 26 July 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 Pioneer Educational Trust during the year 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 Pioneer Educational Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Pioneer Educational 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 Pioneer Educational Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of Pioneer Educational Trust's funding agreement with the Secretary of State for Education dated 18 December 2013 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 year 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.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Independent Reporting Accountant's Assurance Report on Regularity to Pioneer Educational Trust and the Education & Skills Funding Agency (continued)

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Reviewed the evidence used to support the Accounting Officer's sign off of the regularity statement.
- Reviewed expenditure against specific terms of grant funding within the funding agreement.
- Reviewed grants have been applied for the purposes intended.
- Confirmed that internal control procedures exist relating to expenditure incurred of cash and credit cards.
- Confirmed items claimed on cash and credit cards are not for personal benefit.
- Reviewed expenditure and considered whether any supplies are from related parties.
- Reviewed Governing Body minutes for declaration of interests.
- Considered whether other income activities are permitted within the Academy Trust's charitable objects.
- Considered if borrowing agreements, including leases, have been made in accordance with the Academies Financial Handbook.
- Confirmed that procurement and tendering procedures exist relating to expenditure and have been complied with.
- Confirmed if the Trust's governance arrangements and composition are in-line with the Academies Financial Handbook 2023.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 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.

Kreston Reeves LLP

Reporting Accountant
Kreston Reeves LLP
Chartered Accountants
Statutory Auditor

Date: 20 December 2024

Pioneer Educational Trust
(A Company Limited by Guarantee)

Consolidated Statement of financial activities (incorporating income and expenditure account)
For the Year Ended 31 August 2024

		Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
	Note					
Income from:						
Donations and capital grants	3	-	49	5,499	5,548	22,856
Other trading activities	5	427	67	-	494	631
Investments	6	95	-	-	95	11
Charitable activities	4	75	18,085	-	18,160	14,233
Other income	7	70	558	-	628	-
Total income		667	18,759	5,499	24,925	37,731
Expenditure on:						
Raising funds		-	-	-	-	432
Charitable activities	9	463	18,014	2,287	20,764	15,578
Total expenditure		463	18,014	2,287	20,764	16,010
Net income		204	745	3,212	4,161	21,721
Transfers between funds	21	-	(1,250)	1,250	-	-
Net movement in funds before other recognised gains/(losses)		204	(505)	4,462	4,161	21,721
Other recognised gains/(losses):						
Actuarial (losses)/gains on defined benefit pension schemes	28	-	(227)	-	(227)	1,823
Net movement in funds		204	(732)	4,462	3,934	23,544
Reconciliation of funds:						
Total funds brought forward		1,694	(133)	69,053	70,615	47,070
Net movement in funds		204	(732)	4,462	3,934	23,544
Total funds carried forward		1,898	(865)	73,515	74,548	70,614

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 42 to 76 form part of these financial statements.

Pioneer Educational Trust
(A Company Limited by Guarantee)
Registered number: 07462530

Consolidated Balance Sheet
As at 31 August 2024

	Note	2024 £000	2023 £000
Fixed assets			
Tangible assets	16	68,864	66,270
		68,864	66,270
Current assets			
Stocks	17	7	13
Debtors	18	6,653	3,703
Cash at bank and in hand		4,570	5,669
		11,230	9,385
Creditors: amounts falling due within one year	19	(3,331)	(2,991)
Net current assets		7,899	6,394
Total assets less current liabilities		76,763	72,664
Creditors: amounts falling due after more than one year	20	(85)	(90)
Net assets excluding pension liability		76,678	72,574
Defined benefit pension scheme liability	28	(2,130)	(1,960)
Total net assets		74,548	70,614
Funds of the Academy			
Restricted funds:			
Fixed asset funds	21	73,515	69,053
Restricted income funds	21	1,265	1,827
		74,780	70,880
Restricted funds excluding pension asset	21	74,780	70,880
Pension reserve	21	(2,130)	(1,960)
Total restricted funds	21	72,650	68,920
Unrestricted income funds	21	1,898	1,694
Total funds		74,548	70,614

Pioneer Educational Trust
(A Company Limited by Guarantee)
Registered number: 07462530

Consolidated Balance Sheet (continued)
As at 31 August 2024

The financial statements on pages 36 to 76 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



M Jervis
Chair of Trustees
Date: 20th December 2024

The notes on pages 42 to 76 form part of these financial statements.

Pioneer Educational Trust
(A Company Limited by Guarantee)
Registered number: 07462530

Academy Balance Sheet
As at 31 August 2024

	Note	2024 £000	2023 £000
Fixed assets			
Tangible assets	16	68,864	66,270
		68,864	66,270
Current assets			
Stocks	17	7	13
Debtors	18	6,653	3,703
Cash at bank and in hand		4,565	5,663
		11,225	9,379
Creditors: amounts falling due within one year	19	(3,349)	(3,010)
Net current assets		7,876	6,369
Total assets less current liabilities		76,740	72,639
Creditors: amounts falling due after more than one year	20	(85)	(90)
Net assets excluding pension liability		76,655	72,549
Defined benefit pension scheme liability	28	(2,130)	(1,960)
Total net assets		74,525	70,589
Funds of the Academy			
Restricted funds:			
Fixed asset funds	21	73,515	69,053
Restricted income funds	21	1,381	1,941
Restricted funds excluding pension liability	21	74,896	70,994
Pension reserve	21	(2,130)	(1,960)
Total restricted funds	21	72,766	69,034
Unrestricted income funds			
Unrestricted funds excluding pension asset	21	1,759	1,555
Total unrestricted income funds	21	1,759	1,555
Total funds		74,525	70,589

Pioneer Educational Trust
(A Company Limited by Guarantee)
Registered number: 07462530

Academy Balance Sheet (continued)
As at 31 August 2024

The financial statements on pages 36 to 76 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



M Jervis
Chair of Trustees
Date: 20th December 2024

The notes on pages 42 to 76 form part of these financial statements.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Consolidated Statement of Cash Flows
For the Year Ended 31 August 2024

	Note	2024 £000	2023 £000
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	23	(1,811)	796
Cash flows from investing activities	25	717	196
Cash flows from financing activities	24	(5)	(3)
Change in cash and cash equivalents in the year		(1,099)	989
Cash and cash equivalents at the beginning of the year		5,669	4,680
Cash and cash equivalents at the end of the year	26, 27	4,570	5,669

The notes on pages 42 to 76 form part of these financial statements

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), judgments and key sources of estimation uncertainty, is set out below.

1.1 Basis of preparation of financial statements

The financial statements of the Group, which is a public benefit entity under FRS 102, have been prepared under the historic 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 (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Academy and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Academy has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

1.2 Going concern

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

Notes to the Financial Statements
For the Year Ended 31 August 2024

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

Grants are included in the Consolidated 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 Consolidated Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year 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.

- **Other income**

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

- **Transfer on conversion**

Where assets and liabilities are received by the Group on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance Sheet at the point when the risks and rewards of ownership pass to the Group. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

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 allocated on the portion of the asset's use.

- **Expenditure on raising funds**

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

Notes to the Financial Statements
For the Year Ended 31 August 2024

1. Accounting policies (continued)

1.4 Expenditure (continued)

• **Charitable activities**

These are costs incurred on the Group's educational operations, including support costs and costs relating to the governance of the Group apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Consolidated Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Consolidated Statement of Financial Activities as the related expenditure is incurred.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following bases:

Freehold property	- 2% per annum
Long-term leasehold property	- 2%, 10%, 33%, 7% per annum
Long leasehold land	- 1 % per annum
Furniture and equipment	- 25%, 10% per annum
Office equipment	- 25% per annum
Computer equipment	- 33%, 20% per annum
Motor vehicles	- 20% per annum
Other fixed assets	- 5%, 20% per annum

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 Consolidated Statement of Financial Activities.

Notes to the Financial Statements
For the Year Ended 31 August 2024

1. Accounting policies (continued)

1.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 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 Group 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.

1.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 18. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 19 and 20. 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. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment.

Notes to the Financial Statements
For the Year Ended 31 August 2024

1. Accounting policies (continued)

1.13 Pensions

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

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

The LGPS is a funded multi-employer scheme, and the assets are held separately from those of the Group in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Consolidated 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.

1.14 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the 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.

Investment income, gains and losses are allocated to the appropriate fund.

Notes to the Financial Statements
For the Year Ended 31 August 2024

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

Tangible fixed assets

The Academy Trust has recognised tangible fixed assets with a carrying value of £68,864k at the reporting date (see note 16). These assets are stated at their cost less provision for depreciation and impairment. The Academy Trust’s accounting policy sets out the approach to calculating depreciation for immaterial assets acquired. For material assets such as land and buildings the Academy Trust determines at acquisition reliable estimates for the useful life of the asset, its residual value and decommissioning costs. These estimates are based upon such factors as the expected use of the acquired asset and market conditions. At subsequent reporting dates the trustees consider whether there are any factors such as technological advancements or changes in market conditions that indicate a need to reconsider the estimates used.

Where there are indicators that the carrying value of tangible assets may be impaired the Academy Trust undertakes tests to determine the recoverable amount of assets. These tests require estimates of the fair value of assets less cost to sell and of their value in use. Wherever possible the estimate of the fair value of assets is based upon observable market prices less incremental cost for disposing of the asset. The value in use calculation is based upon a discounted cash flow model, based upon the Academy Trust’s forecasts for the foreseeable future which do not include any restructuring activities that the Academy Trust is not yet committed to or significant future investments that will enhance the asset’s performance. The recoverable amount is most sensitive to the discount rate used for the discounted cash flow model as well expected future cash flows and the growth rate used for extrapolation purposes.

Critical areas of judgement:

Multi-employer defined benefit pension scheme

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 28, 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 01 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. Income from donations and capital grants

Unrestricted funds	Restricted funds	Restricted fixed asset funds	Total funds
2024	2024	2024	2024
£000	£000	£000	£000

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

3. Income from donations and capital grants (continued)

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000
Donations	-	22	-	22
Capital grants	-	-	5,499	5,499
Government grants	-	27	-	27
Total 2024	-	49	5,499	5,548

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Capital grants	-	10	2,443	2,453
Donations	-	22	46	68
Assets transferred	357	(118)	20,096	20,335
Total 2023	357	(86)	22,585	22,856

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

4. Funding for the Academy's charitable activities

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
DfE/ESFA grants			
General annual grant (GAG)	-	13,332	13,332
Other DfE/ESFA grants			
Pupil premium	-	410	410
UFSM	-	26	26
Teachers pay and pension grants	-	470	470
PE & sports grant, other grants	-	764	764
DfE grants - 16 to 19 funding	-	2,674	2,674
Other	-	3	3
Other grants	75	43	118
	75	17,722	17,797
Other Government grants			
SEN	-	284	284
Other grants	-	79	79
	-	363	363
Total 2024	75	18,085	18,160

Notes to the Financial Statements
For the Year Ended 31 August 2024

4. Funding for the Academy's charitable activities (continued)

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
DfE/ESFA grants			
General annual grant (GAG)	-	12,881	12,881
Other DfE/ESFA grants			
Pupil premium	-	348	348
UFSM	-	23	23
PE & sports grant	-	274	274
Other grants	346	104	450
COVID	-	31	31
	346	13,661	14,007
Other Government grants			
Local authority grants	-	226	226
	-	226	226
Total 2023	346	13,887	14,233

5. Income from other trading activities

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Trip income	427	-	427
Other income and recharges	-	67	67
Total 2024	427	67	494

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

5. Income from other trading activities (continued)

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Trip income	-	409	409
Lettings income	15	-	15
Other income	-	207	207
Total 2023	15	616	631

6. Investment income

	Unrestricted funds 2024 £000	Total funds 2024 £000
Investment income	95	95

	Unrestricted funds 2023 £000	Total funds 2023 £000
Investment income	11	11

7. Other incoming resources

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000	Total funds 2023 £000
Catering income	-	389	389	-
Rental income	70	-	70	-
Trading income	-	76	76	-
Other support services	-	93	93	-
Total 2024	70	558	628	-

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

8. Expenditure

	Staff Costs 2024 £000	Other 2024 £000	Total 2024 £000
Expenditure on raising voluntary income:			
Direct costs	-	-	-
Educational activities:			
Direct costs	11,820	1,213	13,033
Allocated support costs	2,121	5,610	7,731
Total 2024	13,941	6,823	20,764

	Staff Costs 2023 £000	Premises 2023 £000	Other 2023 £000	Total 2023 £000
Expenditure on raising voluntary income:				
Direct costs	-	-	432	432
Educational activities:				
Direct costs	8,822	-	2,551	11,373
Allocated support costs	1,992	908	1,304	4,204
Total 2023	10,814	908	4,287	16,009

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

9. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total 2024 £000
Direct costs	463	20,301	20,764

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total 2023 £000
Direct costs	1,291	14,286	15,577

10. Analysis of expenditure by activities

	Activities undertaken directly 2024 £000	Support costs 2024 £000	Total funds 2024 £000
Educational activities	13,033	7,731	20,764

	Activities undertaken directly 2023 £000	Support costs 2023 £000	Total funds 2023 £000
Educational activities	11,373	4,204	15,577

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

10. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Educational Activities 2024 £000	Total funds 2024 £000
Staff costs	11,820	11,820
Travel costs	395	395
Staff development and training	222	222
Educational supplies	562	562
Other direct costs	16	16
Subscriptions cost	18	18
Total 2024	13,033	13,033
	Educational Activities 2023 £000	Total funds 2023 £000
Staff costs	8,652	8,652
Depreciation	1,529	1,529
Educational supplies	249	249
Examination fees	195	195
Staff development and training	92	92
Technology costs	25	25
Catering costs	272	272
Other direct costs	189	189
Teaching supply costs	170	170
Total 2023	11,373	11,373

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

10. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational Activities 2024 £000	Total funds 2024 £000
Pension finance costs	87	87
Staff costs	2,121	2,121
Depreciation	2,287	2,287
Other employment costs	13	13
Premises	473	473
Cleaning	171	171
Rates	15	15
Utilities	378	378
ICT costs	636	636
Hygiene and refuse	42	42
Rent and rates	165	165
Insurance	80	80
Vehicle costs	14	14
Catering	362	362
Legal and professional fees	144	144
Governance costs	190	190
Contractors	12	12
Consultancy	293	293
General admin costs	248	248
Total 2024	7,731	7,731

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

10. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Educational Activities 2023 £000	Total funds 2023 £000
Pension finance costs	122	122
Staff costs	1,947	1,947
Other staff costs	7	7
Technology costs	375	375
Maintenance of premises and equipment	395	395
Cleaning	96	96
Energy costs	264	264
Rent and rates	114	114
Insurance	57	57
Security and transport	12	12
Governance costs	76	76
Recruitment and support	64	64
Other support costs	245	245
Support staff supply costs	22	22
Non cash pension costs	339	339
Other professional fees	69	69
Total 2023	<u>4,204</u>	<u>4,204</u>

11. Net income

Net income for the year includes:

	2024 £000	2023 £000
Operating lease rentals	25	40
Depreciation of tangible fixed assets	2,287	1,529
Fees paid to auditors for:		
- audit	22	12
- other services	5	6

Notes to the Financial Statements
For the Year Ended 31 August 2024

12. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	Group 2024 £000	Group 2023 £000
Wages and salaries	10,074	7,903
Social security costs	995	832
Pension costs	2,212	1,763
	13,281	10,498
Agency staff costs	660	192
Non cash pension costs	-	339
	13,941	11,029

There are no remunerated staff employed by Upton Court Services Limited, therefore the staff costs of the Academy Trust are the same as those disclosed above for the group.

	Group 2024 £000	Group 2023 £000
Severance payments	11	-
	11	-

b. Severance payments

The Group paid 2 severance payments in the year, disclosed in the following bands:

	Group 2024 No.
£0 - £25,000	2

c. Special staff severance payments

During the year there were 2 settlement agreements, both of which included an element of special staff severance payments. The total value of these special staff severance payments was £11,436, individually these were £436 and £11,000.

Notes to the Financial Statements
For the Year Ended 31 August 2024

12. Staff (continued)

d. Staff numbers

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

	Group 2024 No.	Group 2023 No.
Support Staff	136	119
Teachers	138	113
Leadership	8	7
	282	239

e. Higher paid staff

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

	Group 2024 No.	Group 2023 No.
In the band £60,001 - £70,000	9	4
In the band £70,001 - £80,000	3	3
In the band £80,001 - £90,000	1	-
In the band £90,001 - £100,000	1	1
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	2	1
In the band £120,001 - £130,000	1	-

f. Key management personnel

The key management personnel of the Group comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Group was £1,096,833 (2023 - £784,785).

Notes to the Financial Statements
For the Year Ended 31 August 2024

13. Central services

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

- Strategic Leadership & Management Support (services of the CEO, Deputy CEO and Director of Education)
- Services of the Chief Financial Officer
- Central Curriculum Support and Talent Management Teams
- HR Services (e.g. HR Advisor Service, Occupational Health, Recruitment)
- Legal Services
- Complete Financial Management Service
- Payroll
- Trust Governance, Secretarial and Clerking Services
- Estate Management Services including Project Management of Capital Projects
- Professional Charges (e.g. DPO, BlueSky, The Key, Audit)
- Employee Benefit (e.g. Flu Clinic, Employee Assistance Programme, Reward Gateway)

The Group charges for these services on the following basis:

Pioneer is a family of schools, who actively collaborate and support each other to ensure the pupils receive the best possible academic and pastoral outcomes.

The basis of the central services charge for the period was an amount per form of entry for the Primary Academies, with Secondary Academies picking up the remaining balance on an equal basis less any income generated by the Central Services Team, through Grants and/or the sale of services. The budget and basis for the Central Services charge is approved annually by the Trust Board.

The actual amounts charged during the year were as follows:

	2024	2023
	£000	£000
Upton Court Grammar School	831	887
Foxborough Primary School	47	44
Trevelyan Middle School	235	220
Desborough College	293	-
Total	1,406	1,151

Notes to the Financial Statements
For the Year Ended 31 August 2024

14. Trustees' remuneration and expenses

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

		2024	2023
		£000	£000
A Spinks, CEO	Remuneration	130 - 135	105 - 110
	Pension contributions paid	30 - 35	25 - 30

During the year, retirement benefits were accruing to no Trustees (2023 - none) in respect of defined contribution pension schemes.

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 - £NIL).

15. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Group has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2024 was £315 (2023 - £315). The cost of this insurance is included in the total insurance cost.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

16. Tangible fixed assets

Group

	Freehold property £000	Long-term leasehold property £000	Assets under construction £000	Furniture and equipment £000	Plant and machinery £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost or valuation								
At 1 September 2023	33,559	38,043	1,916	928	137	1,115	48	75,746
Additions	-	-	4,869	8	-	-	-	4,877
Transfers between classes	602	2,054	(2,759)	50	-	53	-	-
At 31 August 2024	34,161	40,097	4,026	986	137	1,168	48	80,623
Depreciation								
At 1 September 2023	5,569	2,550	-	531	75	725	25	9,475
Charge for the year	762	1,191	-	112	4	207	8	2,284
At 31 August 2024	6,331	3,741	-	643	79	932	33	11,759
Net book value								
At 31 August 2024	27,830	36,356	4,026	343	58	236	15	68,864
At 31 August 2023	27,990	35,493	1,916	396	62	390	23	66,270

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

16. Tangible fixed assets (continued)

Academy

	Freehold property £000	Long-term leasehold property £000	Assets under construction £000	Furniture and equipment £000	Plant and machinery £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost or valuation								
At 1 September 2023	33,559	38,043	1,916	928	137	1,115	48	75,746
Additions	-	-	4,869	8	-	-	-	4,877
Transfers between classes	602	2,054	(2,759)	50	-	53	-	-
At 31 August 2024	<u>34,161</u>	<u>40,097</u>	<u>4,026</u>	<u>986</u>	<u>137</u>	<u>1,168</u>	<u>48</u>	<u>80,623</u>
Depreciation								
At 1 September 2023	5,569	2,550	-	531	75	725	25	9,475
Charge for the year	762	1,191	-	112	4	207	8	2,284
At 31 August 2024	<u>6,331</u>	<u>3,741</u>	<u>-</u>	<u>643</u>	<u>79</u>	<u>932</u>	<u>33</u>	<u>11,759</u>
Net book value								
At 31 August 2024	<u>27,830</u>	<u>36,356</u>	<u>4,026</u>	<u>343</u>	<u>58</u>	<u>236</u>	<u>15</u>	<u>68,864</u>
At 31 August 2023	<u>27,990</u>	<u>35,493</u>	<u>1,916</u>	<u>396</u>	<u>62</u>	<u>390</u>	<u>23</u>	<u>66,270</u>

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

17. Stocks

	Group	Group	Academy	Academy
	2024	2023	2024	2023
	£000	£000	£000	£000
Raw materials and consumables	7	13	7	13

18. Debtors

	Group	Group	Academy	Academy
	2024	2023	2024	2023
	£000	£000	£000	£000
Due within one year				
Trade debtors	41	81	41	81
Other debtors	76	107	76	107
Prepayments and accrued income	5,648	2,578	5,648	2,578
Tax recoverable	888	937	888	937
	6,653	3,703	6,653	3,703

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

19. Creditors: Amounts falling due within one year

	Group	Group	Academy	Academy
	2024	2023	2024	2023
	£000	£000	£000	£000
Bank loans	25	31	25	31
Trade creditors	963	1,233	963	1,233
Amounts owed to group undertakings	-	-	20	20
Other taxation and social security	248	165	248	165
Other creditors	946	543	946	542
Accruals and deferred income	1,149	1,019	1,147	1,019
	3,331	2,991	3,349	3,010
	Group	Group	Academy	Academy
	2024	2023	2024	2023
	£000	£000	£000	£000
Deferred income at 1 September 2023	561	471	561	471
Resources deferred during the year	499	561	499	561
Amounts released from previous periods	(561)	(471)	(561)	(471)
	499	561	499	561

At the balance sheet date the Trust was holding funds received in advance for Universal Free School Meals, Bursary income, Rates Relief and Unspent Grants.

20. Creditors: Amounts falling due after more than one year

	Group	Group	Academy	Academy
	2024	2023	2024	2023
	£000	£000	£000	£000
Bank loans	85	90	85	90

The loans outstanding are salix loans. They have a 0% interest rate and are repayable in 7 years. There are no loan amounts which have been committed to but not yet taken by the Academy Trust at 31 August 2024.

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

21. Statement of funds

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
Unrestricted funds						
General Funds - all funds	1,337	667	(463)	357	-	1,898
Assets transferred on conversion	357	-	-	(357)	-	-
	<u>1,694</u>	<u>667</u>	<u>(463)</u>	<u>-</u>	<u>-</u>	<u>1,898</u>
Restricted general funds						
GAG	1,418	16,005	(15,317)	(841)	-	1,265
Other DfE/ESFA funding	-	1,669	(1,669)	-	-	-
LA & government funding	-	392	(392)	-	-	-
Assets transferred on conversion	409	-	-	(409)	-	-
Other restricted funds	-	693	(693)	-	-	-
Pension reserve	(1,960)	-	57	-	(227)	(2,130)
	<u>(133)</u>	<u>18,759</u>	<u>(18,014)</u>	<u>(1,250)</u>	<u>(227)</u>	<u>(865)</u>
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	69,053	5,499	(2,287)	439	-	72,704
Designated capital funds	-	-	-	811	-	811
	<u>69,053</u>	<u>5,499</u>	<u>(2,287)</u>	<u>1,250</u>	<u>-</u>	<u>73,515</u>
Total Restricted funds	<u>68,920</u>	<u>24,258</u>	<u>(20,301)</u>	<u>-</u>	<u>(227)</u>	<u>72,650</u>

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

21. Statement of funds (continued)

Total funds	70,614	24,925	(20,764)	-	(227)	74,548
--------------------	---------------	---------------	-----------------	----------	--------------	---------------

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

Restricted fixed assets funds have been increased by capital grants provided by DfE and reduced by depreciation charges. The Trust also has a designated capital fund representing amount the Trust is committed to spend on capital projects.

Restricted general fund have been increased by revenue grants provided by DfE and reduced by expenditure incurred in the operation of the academy. The restricted funds can only be used in terms of limitations imposed by the Funding Agreement with the DfE and the terms of any specific grant.

Unrestricted funds have been increased by voluntary contributions by parents and reduced by expenditure incurred in the operation of the academy.

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

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

21. Statement of funds (continued)

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

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
Unrestricted funds						
General Funds - all funds	1,337	469	(469)	-	-	1,337
Assets transferred on conversion	-	357	-	-	-	357
	<u>1,337</u>	<u>826</u>	<u>(469)</u>	<u>-</u>	<u>-</u>	<u>1,694</u>
Restricted general funds						
GAG	2,255	12,881	(11,899)	(1,819)	-	1,418
Pupil Premium	-	348	(348)	-	-	-
UIFSM	-	23	(23)	-	-	-
Other DfE/ESFA funding	-	274	(274)	-	-	-
LA & government funding	-	226	(226)	-	-	-
General funds	-	655	(655)	-	-	-
Other government grants	96	31	(127)	-	-	-
Assets transferred on conversion	-	409	-	-	-	409
Pension reserve	(2,795)	(527)	(461)	-	1,823	(1,960)
	<u>(444)</u>	<u>14,320</u>	<u>(14,013)</u>	<u>(1,819)</u>	<u>1,823</u>	<u>(133)</u>
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	46,178	2,489	(1,529)	1,819	-	48,957
Assets transferred on conversion	-	20,096	-	-	-	20,096

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

21. Statement of funds (continued)

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
	46,178	22,585	(1,529)	1,819	-	69,053
Total Restricted funds	45,734	36,905	(15,542)	-	1,823	68,920
Total funds	47,071	37,731	(16,011)	-	1,823	70,614

Total funds analysis by academy

Fund balances at 31 August 2024 were allocated as follows:

	2024 £000	2023 £000
Upton Court Grammar School	2,821	2,363
Foxborough Primary School	185	291
Trevelyan Middle School	(102)	(25)
Central Services	(131)	(2)
Upton Court Services - Subsidiary	25	25
Desborough College	365	869
Total before fixed asset funds and pension reserve	3,163	3,521
Restricted fixed asset fund	73,515	69,053
Pension reserve	(2,130)	(1,960)
Total	74,548	70,614
		Deficit £000
Trevelyan Middle School		(102)
Central Services		(131)

The deficits at Trevelyan Middle School and Central Services will be addressed by the trustees in the 2024/25 financial year.

Options available to the trustees in order to ensure that all schools (including Central Services and Upton Court Services) show a surplus in future years are to amend the basis of allocation of Central Services costs and/or reallocate specific income streams or cost lines across the schools.

Notes to the Financial Statements
For the Year Ended 31 August 2024

21. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2024 £000
Upton Court Grammar School	4,461	718	113	1,435	6,727
Foxborough Primary School	1,012	199	11	366	1,588
Trevelyan Middle School	2,141	313	44	739	3,237
Central Services	627	674	2	370	1,673
Desborough College	3,522	461	47	1,222	5,252
Academy	11,763	2,365	217	4,132	18,477

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2023 £000
Upton Court Grammar School	4,072	631	107	2,595	7,405
Foxborough Primary School	908	198	46	339	1,491
Trevelyan Middle School	1,898	352	65	328	2,643
Central Services	443	457	6	443	1,349
Desborough College	1,501	331	25	353	2,210
Consolidation adjustment	-	-	-	(1,078)	(1,078)
LGPS Pension costs	-	339	-	122	461
Academy	8,822	2,308	249	3,102	14,481

Notes to the Financial Statements
For the Year Ended 31 August 2024

22. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	2	-	68,862	68,864
Current assets	1,896	4,681	4,653	11,230
Creditors due within one year	-	(3,331)	-	(3,331)
Creditors due in more than one year	-	(85)	-	(85)
Provisions for liabilities and charges	-	(2,130)	-	(2,130)
Total	1,898	(865)	73,515	74,548

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Tangible fixed assets	-	-	66,270	66,270
Current assets	1,695	4,908	2,783	9,386
Creditors due within one year	-	(2,991)	-	(2,991)
Creditors due in more than one year	-	(90)	-	(90)
Provisions for liabilities and charges	-	(1,960)	-	(1,960)
Total	1,695	(133)	69,053	70,615

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

23. Reconciliation of net income to net cash flow from operating activities

	2024	2023
	£000	£000
Net income for the period (as per Statement of Financial Activities)	4,161	21,721
Adjustments for:		
Depreciation	2,284	1,529
Capital grants from DfE and other capital income	(5,499)	(2,489)
Interest receivable	(95)	(11)
Defined benefit pension scheme obligation inherited	-	527
Defined benefit pension scheme cost less contributions payable	(145)	339
Defined benefit pension scheme finance cost	87	122
Decrease in stocks	6	-
Increase in debtors	(2,950)	(2,802)
Increase in creditors	340	1,177
Assets transferred on conversion	-	(19,317)
Net cash (used in)/provided by operating activities	(1,811)	796

24. Cash flows from financing activities

	Group	Group
	2024	2023
	£000	£000
Salix loan repayment in year	(5)	(3)
Net cash used in financing activities	(5)	(3)

25. Cash flows from investing activities

	Group	Group
	2024	2023
	£000	£000
Dividends, interest and rents from investments	95	11
Purchase of tangible fixed assets	(4,877)	(2,304)
Capital grants from DfE Group	5,499	2,443
Capital funding received from sponsors and others	-	46
Net cash provided by investing activities	717	196

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

26. Analysis of cash and cash equivalents

	Group 2024 £000	Group 2023 £000
Cash in hand and at bank	4,570	5,669
Total cash and cash equivalents	4,570	5,669

27. Analysis of changes in net debt

	At 1 September 2023 £000	Cash flows £000	At 31 August 2024 £000
Cash at bank and in hand	5,670	(1,100)	4,570
Debt due within 1 year	(31)	6	(25)
Debt due after 1 year	(90)	5	(85)
	5,549	(1,089)	4,460

28. Pension commitments

The Academy'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 Royal County of Berkshire Pension Fund. Both are multi-employer defined benefit schemes.

The latest valuation of the TPS related to the period ended 31 March 2020 and the latest triennial valuation for LGPS related to the period ended 31 March 2022. The Trust has received an actuarial report relating to the valuation of the LGPS as at 31 August 2023.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

Teachers' Pension Scheme

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

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

Notes to the Financial Statements
For the Year Ended 31 August 2024

28. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

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

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 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

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 TPS in the year amounted to £1,986,047 (2023 - £1,396,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>).

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £861,000 (2023 - £481,000), of which employer's contributions totalled £666,000 (2023 - £481,000) and employees' contributions totalled £195,000 (2023 - £116,000). The agreed contribution rates for future years are 21.6 per cent for employers and 5.5 to 12.5 per cent for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of 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](https://www.gov.uk).

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

28. Pension commitments (continued)

Principal actuarial assumptions

	2024	2023
	%	%
Rate of increase in salaries	3.85	3.90
Rate of increase for pensions in payment/inflation	2.85	2.90
Discount rate for scheme liabilities	5.05	5.30

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	20.7	20.7
Females	23.6	23.6
Retiring in 20 years		
Males	22.0	22.0
Females	25.0	25.0

Sensitivity analysis

	2024	2023
	£000	£000
Discount rate +0.1%	11,430	10,150
Discount rate -0.1%	11,841	10,509
Mortality assumption - 1 year increase	11,289	10,638
Mortality assumption - 1 year decrease	11,988	10,026
CPI rate +0.1%	11,838	10,505
CPI rate -0.1%	11,433	10,153

Share of scheme assets

The Group's share of the assets in the scheme was:

	At 31	At 31 August
	August 2024	2023
	£000	£000
Equities	6,527	5,679
Corporate bonds	1,123	1,129
Property	770	839
Cash and other liquid assets	208	65
Other	875	655
Total market value of assets	9,503	8,367

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

28. Pension commitments (continued)

The actual return on scheme assets was £582,000 (2023 - £28,000).

The amounts recognised in the Consolidated Statement of Financial Activities are as follows:

	2024	2023
	£000	£000
Current service cost	(515)	(553)
Interest income	458	281
Interest cost	(545)	(403)
Administrative expenses	(7)	(5)
Total amount recognised in the Consolidated Statement of Financial Activities	(609)	(680)

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

	2024	2023
	£000	£000
At 1 September	10,327	8,269
Conversion of academy trusts	-	2,882
Transferred out on existing academies leaving the trust	515	553
Interest cost	545	403
Employee contributions	195	116
Actuarial losses/(gains)	351	(1,826)
Benefits paid	(300)	(70)
At 31 August	11,633	10,327

Changes in the fair value of the Group's share of scheme assets were as follows:

	2024	2023
	£000	£000
At 1 September	8,367	5,474
Transferred in on existing academies joining the trust	-	2,093
Interest income	458	281
Actuarial gains/(losses)	124	(3)
Employer contributions	666	481
Employee contributions	195	116
Benefits paid	(300)	(70)
Administration expenses	(7)	(5)
At 31 August	9,503	8,367

Pioneer Educational Trust
(A Company Limited by Guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2024

29. Operating lease commitments

At 31 August 2024 the Group and the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £000	Group 2023 £000	Academy 2024 £000	Academy 2023 £000
Not later than 1 year	23	25	23	25
Later than 1 year and not later than 5 years	23	35	23	35
	46	60	46	60

30. 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/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £NIL for the debts and liabilities contracted before he/she ceases to be a member.

31. Related party transactions

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

Expenditure Related Party Transaction

Mr A Spinks, spouse of A Spinks, Co-CEO and Trustee is employed by the Trust as the inclusion lead in Foxborough Primary School. Mr A Spinks appointment was made in open competition and A Spinks was not involved in the decision making process regarding appointment. Mr A Spinks is paid within the normal pay scale for his role and receives no special treatment as a result of his relationship to a Trustee.

No other related party transaction took place other than certain Trustees' remuneration and expenses already disclosed in note 14.

32. Agency arrangements

The Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2024 the Trust received £35,976 (2023: £30,120) and disbursed £12,440 (2023: £13,338) from the fund. An amount of £127,096 (2023: £95,579) is included in other creditors relating to undistributed funds that are repayable to the ESFA.