

Company Registration Number: 07559187 (England & Wales)

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**

(A company limited by guarantee)

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**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2024**

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS**

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<b>Members</b>	Mr W Hawkins Mr D Pickering Mr R Moore Mr G Booth (appointed 1 January 2024) Mr R Parker
<b>Trustees</b>	Mr W Hawkins, Chair of Trustees Mr S Haigh Mr J Stokes Mr R Immink Mrs L Conley, Executive Headteacher and Accounting Officer Mr D Pickering Mr J Kirkman
<b>Company registered number</b>	07559187
<b>Company name</b>	South Lincolnshire Academies Trust
<b>Principal and registered office</b>	Bourne Academy Edinburgh Crescent Bourne Lincs PE10 9DT
<b>Chief Executive Officer</b>	Mrs L Conley
<b>SLAT Leadership Team</b>	Mrs L Conley, Chief Executive Officer Mr B Sinclair, Deputy Chief Executive Officer Mr J Hind, Deputy Chief Executive Officer Mr T Martin, Deputy Chief Executive Officer Mrs E Dyer, Deputy Chief Executive Officer Mrs J Curson, Associate Deputy Chief Executive Officer Mrs S Eshelby, Chief Financial Officer Mr A Roffe, Chief Operating Officer

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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<b>Independent auditors</b>	Streets Audit LLP Windsor House A1 Business Park at Long Bennington Notts NG23 5JR
<b>Bankers</b>	Lloyds Bank 65 High Street Stamford Lincs PE9 2AT
<b>Internal Auditor</b>	Day's Accountancy Services Limited 48 Hambleton Road Stamford Lincs PE9 2RY

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

The Multi Academy Trust (MAT) operates four non-selective secondary academies, Bourne Academy, Spalding Academy, Giles Academy and Cowley Academy. The academies are for students aged 11 to 19 serving a catchment area of Lincolnshire.

Bourne Academy has a Funding Agreement Student Capacity of 1,525 and a roll of 1,576 in the school census of October 2024.

Spalding Academy has a Funding Agreement Student Capacity of 1,820 and a roll of 1,453 in the school census of October 2024.

Giles Academy has a Funding Agreement Student Capacity of 900 and a roll of 850 in the school census of October 2024.

Cowley Academy has a Funding Agreement Student Capacity of 650 and a roll of 630 in the school census of October 2024.

## **Structure, governance and management**

### **Constitution**

The Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum of Association is the primary governing document of the Trust.

The Trustees of South Lincolnshire Academies Trust are also the directors of the charitable company for the purposes of company law.

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

### **Members' liability**

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

### **Directors' indemnities**

The MAT has insurance through the Risk Protection Agreement (RPA) for academies.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Structure, governance and management (continued)**

**Method of recruitment and appointment or election of Trustees**

The articles of association require the members of the charitable company to appoint at least three Members to be responsible for the statutory and constitutional affairs of the charitable company and the management of the Academy.

The articles of association require that the Members of the Academy Trust shall comprise:

- a) the signatories to the Memorandum until they resign or otherwise cease to be members; and
- b) any person appointed under Article 15A
- c) no employee of the Academy Trust shall be a member of the Academy Trust

Article 15a – The members may agree by passing a special resolution to appoint such additional Members as they see fit.

The members' board may appoint by ordinary resolution up to 7 Trustees. Directors may be removed by the person or persons who appointed them.

The Directors who were in office at 31 August 2024, and served throughout the period, are listed on page 1.

**Policies adopted for the induction and training of Trustees**

All members and Trustees are provided with copies of procedures, minutes, accounts, budgets plans and other documents that they will need to undertake their role as Trustee.

All Members and Trustees have access to a range of training programmes.

**Organisational structure**

The organisational structure of the MAT consists of three levels, The Members Board, the Board of Trustees and the SLAT Executive Team.

The MAT is governed by the Members Board, which delegates functions as appropriate to the Board of Trustees who are appointed by the Trustees as a committee. Trustees are directors of the Charitable Company for the purposes of the Companies Act 2006 and Trustees for the purposes of charity legislation. The Trustees exercise their powers and functions with a view to fulfilling a largely strategic role in the running of the MAT.

The Board of Trustees are responsible for setting general policy, adopting an annual School Transformation Plan (STP) and budget, monitoring the MAT's use of budgets and making major decisions about the direction of the MAT and senior staff appointments. The Trustees are responsible for monitoring the performance of the Chief Executive Officer, who monitors the Deputy Chief Executive Officers on a regular basis.

The Executive Team consists of the Chief Executive Officer, five Deputy Chief Executive Officers the Chief Financial Officer and the Chief Operating Officer across the four academies.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Structure, governance and management (continued)**

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

The Academy Pay Policy details the pay and remuneration for key management personnel. Remuneration is determined by performance based on set objectives. There is a remuneration committee in place as a sub-committee of the Board of Trustees.

**Engagement with employees (including disabled persons)**

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

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

- Equal opportunities policy
- Volunteers' policy
- Health & safety policy

In accordance with the Trust's equal opportunities policy, the Trust has long-established fair employment practices in the recruitment, selection, retention and training of disabled staff.

Full details of these policies are available from the Trust's offices.

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

The Trust engage with our customers and suppliers to foster good working relationships. Regular communication is particularly prevalent with those providing significant contracts to the Trust (cleaning, HR and payroll). The Trust treats all business relationships with fairness and full transparency.

The Trusts impact on the community is firstly evidenced by the quality of secondary education to its students within the communities in which the Trust schools are located. Parents, carers and the community are represented through the Local Advisory Boards, which meet regularly to improve community engagement and Trust impact on the community. The Trust and each school maintain professional and informative websites for community engagement. It is updated regularly with key information and relevant policies. The Trust also promote events and achievements through social media interaction with the wider community.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Objectives and activities**

**Objects and aims**

South Lincolnshire Academies Trust principle object is 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, managing and developing a school offering a broad and balanced curriculum.

The aim of the Trust is to provide a quality education in a caring and disciplined community:

- By maintaining the Trusts reputation for excellent examination results;
- By allowing pupils of all abilities to attain their full potential and develop their own special qualities;
- By offering a wide range of extracurricular activities and sports;
- By maintaining the high standards and expectations of the schools;
- By developing a positive attitude towards equal opportunities for all, regardless of sex, religion or personal difficulties;
- By expecting pupils to value all members of the school's community and its environment;
- By allowing pupils to acquire attitudes and skills which enable them to give purposes to their lives and to make a contribution to the wider community.

**Objectives, strategies and activities**

The main objectives of the Trust during the period ended 31 August 2024 are summarised below:

- To ensure that every student enjoys the same high-quality education in terms of resourcing, tuition and care;
- To raise the standard of educational achievement of all students;
- To improve the effectiveness of the Trust by keeping the curriculum and organisational structure under continual review;
- To provide value for money for the funds expended;
- To comply with all appropriate statutory and curriculum requirements;
- To maintain close links with industry and commerce;
- To conduct the Trust's business in accordance with the highest standards of integrity, probity and openness.

**Public benefit**

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Trust's objectives and aims and in planning future activities for the year. Given the activities of the Trust and the student population that it serves, the Trustees consider that the company's aims are demonstrably to the public benefit.

There continues to be a significant public benefit arising from the South Lincolnshire Academies Trust (SLAT) three secondary schools, with the ethos of the Trust being:

Aspire, Challenge, Achieve



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Strategic report**

**Key performance indicators - Summer 2024**

**End of Key Stage 4 Progress:**

We were once again delighted to announce to all stakeholders the 2024 Progress Score for all the four schools in the South Lincolnshire Academies Trust (SLAT).

The End of Key Stage 4 Progress 8 Department for Education (DfE) performance data scores show:

**Spalding Academy Progress 8: +0.42**

- Spalding Academy is again performing well above the national average

**Bourne Academy Progress 8: +0.59**

- Bourne Academy is again performing well above the national average

**Giles Academy Progress 8: +0.20**

- Giles Academy is performing in line with the national average

**Cowley Academy Progress 8: -0.12**

- Cowley Academy is performing in line with the national average.
- Attainment rose significantly with the percentage of students achieving a grade 5 or above in English and mathematics increasing by 9%
- The progress score was skewed by a far higher than normal number of students who were dual registered at an alternative education center, being the Pilgrim's Hospital School, which is unusual.

The Progress 8 Score for Bourne Academy remains significantly above the national average, whilst progress at Spalding also remains above the national average. The Progress 8 score for Giles Academy has risen yet again, continuing the impressive trend since the school joined the South Lincolnshire Academies Trust. The headline figure at Cowley Academy, although demonstrating that the school performs in line with national average, hides the significant progress made, which is evidenced in the significant rise in attainment. As a Trust this demonstrates that End of Key Stage 4 Progress 2024 for all schools in the Trust is in line or above national average

**Key Stage 4 - Significant Journey of Improvement:**

Bourne Academy historically has always performed consistency above national average, and for 2023 was judged to be 'well above national average'. This progress data has been maintained in 2024 whilst continuing the fast-paced improvement journey for the additional three schools since joining the South Lincolnshire Academies Trust, with Spalding Academy having a progress score of -0.48 in 2017 (+0.42 2024); Giles Academy having a progress score of -0.67 2019 (+0.20 2024) and Cowley Academy having a progress score of -0.57 in 2019 (-0.12 2024- skewed). This secures SLAT's reputation locally and nationally for successfully improving three inadequate non-selective schools in Lincolnshire, that were originally three of the worst performing schools nationally prior to joining the Trust.

Additionally, the Trust End of Key Stage Progress Score 2024 demonstrates +0.46, which is a positive outcome.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Strategic report (continued)**

**End of KS5 Progress:**

The SLAT Sixth Form is based at the Bourne Academy site and is made up of students from Bourne Academy, Spalding Academy and Cowley Academy, as well as from a wide range of other local schools.

The 2024 results for Sixth Form learners were consistently positive and high achieving across all departments. The End of KS5 results for 2024 were the highest Bourne Academy has ever achieved, (excluding the COVID-adjusted results). There were particular successes seen in History A-Level, which achieved 72% Grade B and above; English Lit A-Level, which achieved 70% Grade B and above; Music BTEC, which achieved 100% at Distinction/Distinction\*

Nationally 2024 saw the results return to the standards achieved in 2019 after several years of adjustment during and following the COVID pandemic. In vocational education the grades at Distinction\* and Distinction were reduced significantly in order to more closely align the outcomes to A-Levels. It is pleasing therefore that at Bourne Academy the school achieved the following::

**A-Level:**

- % grades at A\*-A is higher than 2019
- % grades at A\*-B is higher than 2019

**Vocational:**

- % grades at Distinction\* is higher than 2019
- % grades at Distinction is in line with 2019

**Combined:**

- Points per entry is higher than 2019

In A-Level qualifications 18% of all grades were at A\*-A, 48% were at A\*-B and 73% were at A\*-C. In vocational qualifications 21% of all grades were Distinction\*; 72% of grades were Distinction\*/Distinction and 92% of all grades were a Merit or higher. In A-Level qualifications the Average Points per Entry was 33.5 and in vocational qualifications the Average Points per Entry was 34.5.

The Sixth Form offers a well-rounded mix of qualifications. Sixth Form applications and numbers of Year 11 progressing to Sixth Form have continued to grow significantly for Sept 2024, with an increase in Year 12 from 165 to 187 learners, demonstrating the popularity of the provision offered at the school.

In the summer of 2024, 65% of students progressed to university, with every student who wanted to take this route securing a university place.

In total 88% of students progressed onto higher or further education, an apprenticeship programme or work placement, with the majority of the final 12% of students travelling or working on a Gap year, continuing to be supported by the careers team at Bourne Academy in order to secure appropriate placements in the future.

There was 1 NEET (not in education, employment or training) for Post 16 learners in the summer of 2024.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Strategic report (continued)**

**Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the MAT 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.

**Achievements and performance**

The Trust has a robust School Transformation Plan (STP) for each of the four Trust schools, being Bourne Academy, Spalding Academy, Giles Academy and Cowley Academy. The STP for each school is approved by the Trust Board of Trustees to cover this academic year 2024/2025.

The STP document combines:

- The school ethos statement
- Monitoring arrangements for the STP, in order for Trustees to hold leaders to account
- The Self Evaluation Framework (SEF)
- Examination performance details & context (with a focus on 2019-2024)
- The Curriculum Intent, which shares the vision for each school
- The school development targets (STP), which outline the current educational priorities for 2024-25

A key STP development for 2024//25 has been the ongoing work on each schools' Curriculum Intent, with a particular focus on Key Stage 3 and mapping schemes of work to the national curriculum. This approach firmly underpins the SLAT vision for high performing non-selective secondary schools located within a selective area of education, all of which aspire to be graded 'Outstanding' for Quality of Education and the Trust curriculum outlines our journey towards meeting this vision:

*'Bourne Academy, Spalding Academy; Giles Academy & Cowley Academy aim to provide an exceptional non-selective mixed secondary education to young people in Lincolnshire, which enriches students' ambition and love of learning and equips them with the skills, knowledge and cultural capital they need to access aspirational Post-16 (and Post-18 at Bourne Academy) pathways and meet the responsibilities and experiences of later life.'*

SLAT aims to provide a secure foundation and subsequent extension of prior knowledge, skills and understanding built on the national curriculum at Key Stage 3, before broadening out into an ambitious and varied curriculum. At Key Stage 4 (and Sixth Form at Bourne Academy), the Trust schools are unique within the local Lincolnshire area for offering a specialised mix of academic, technical and vocational subjects. Whether at Post-16 (or Post-18 at Bourne Academy), students at all levels are supported well for their next stage of education, employment or training, via the Trust's robust careers provision.

The South Lincolnshire Academies Trust is very proud of the fact that students can follow an English Baccalaureate (EBacc) curriculum to GCSE and achieve well. However, there is equally high value placed on the contribution that creative, vocational and technical learning areas also makes to every child's development and the SLAT approach is for every student to follow their own pathway, based on strong careers advice and high aspiration for all learners.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Strategic report (continued)**

The success of the SLAT schools continues to grow, with now all four schools in the Trust: Bourne Academy; Spalding Academy; Giles Academy and Cowley Academy being oversubscribed for Year 7 entry 2024. The transformational journey for all schools, in particular at Giles Academy and Cowley Academy over the past academic year has brought significant success and improvement continues at a very fast pace. The success of the four schools can be seen in our Annual Open Evenings, as those held in September/October 2024, where we saw in excess of 1300 visitors at both Bourne Academy and Spalding Academy (an increase from 2023); over 900 visitors at Cowley Academy (a significant increase from 500 in 2023) and well over 1200 visitors at Giles Academy (which was in excess of double the number of people seen visiting the school in 2023).

The success in all schools has been considerable, with both Bourne Academy and Spalding Academy continuing to be graded as Good schools in their most recent Ofsted reports, with Spalding Academy's Ofsted inspection in June 2019 and Bourne Academy being graded Good in May 2022. The journey of success at Giles Academy has been particularly considerable which was recognised in the Ofsted inspection in May 2023, where the previously graded 'Inadequate' school (2019), was graded as Good with Outstanding Leadership. The journey of school improvement continues for SLAT, with Cowley Academy joining the Trust in Sept 2022 as an Inadequate school, where it has been a privilege to work with and the students, staff and parents who deserve the recognition that this school is now rapidly moving on its journey to being once again a Good school.

**Chief Executive Officer's report**

Historically, Bourne Academy has always offered a viable alternative to selective education in the town of Bourne and the local area. Since Sept 2016, a similar situation was created at Spalding Academy; in Sept 2020 with Giles Academy in the Boston area and in Sept 2022 with Cowley Academy, which is also in the Boston area. These three schools operate in a similar model to Bourne Academy, seen in shared highly effective leadership, including in education; finance; operations; HR and Governance.

Confidence in Bourne Academy continues with the PAN increasing to 260 for 2024 Year 7 entry. Additionally, confidence in the Trust's sponsorship of Spalding Academy is now fully embedded, with numbers that have now grown to meet the increased Pupil Admission Number (PAN) of 322 for the Sept 2024 intake, an increase from the 300 in previous years. Numbers at Giles Academy and Cowley Academy have also grown, with both schools now reaching their full PAN in Sept 2024, with a PAN of 180 at Giles Academy and 130 at Cowley Academy. It is fully expected that all four Trust schools will be at full PAN in Sept 2025 and once again with all four schools being oversubscribed.

The SLAT has a continuous programme of school building and site development in order for all students to be able to access the best facilities. In particular, the continuing success journey at Spalding Academy led to the Local Authority supporting the Trust with expansion plans drawn up in 2021. These school expansion plans provided significant additional local authority funding to provide a new eight classroom block; two refurbished Science labs and IT suites; improved additional food stations; removal of a stage area in one of the school halls to expand the footprint of this facility to accommodate the students in assemblies. This work was completed for September 2023.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Strategic report (continued)**

In 2023 a further significant building development project, which is due to be completed in 2025/26, was agreed with the local authority to meet the needs of an increased PAN in three of the four Trust schools, being Bourne Academy; Spalding Academy and Cowley Academy. These works will include a four-classroom block at Bourne Academy; a two-classroom drama and performance space at Spalding Academy and an additional classroom at Cowley Academy. In addition to the building development work agreed with the local authority for completion in 2025/26, the Trust is extremely proud of the plans completed in 2023 and in place for 2025/26 to continue to significantly developing all four school sites from the Trust capital development fund. This includes a wide range of works completed for Sept 2023, including: PE changing rooms; refurbished toilets; refurbished IT classrooms; pastoral and safeguarding suites; sensory rooms, as well as new flooring; boilers; ceilings and roofing works. All works are carefully planned to best meet the needs of all learners across the Trust. Future developments being currently planned for completion in 2025/26 include a new sports hall at Spalding Academy; a refurbished science lab at both Giles Academy and Bourne Academy; further toilet remodeling at Giles Academy and new PE changing rooms and tennis courts at Cowley Academy.

Due to the continuing success seen at Bourne Academy, Spalding Academy and Giles Academy, the Department for Education requested for the South Lincolnshire Academies Trust to support Cowley Academy. Cowley Academy was a school that was graded Inadequate and requiring special measures in July 2022 and the Chief Executive Officer and Trustees saw this opportunity as a chance for a group of four non-selective mixed secondary schools in Lincolnshire to work together in order to provide exceptional non-selective mixed education opportunities for young people in Lincolnshire, and to secure high progress outcomes for the students in the Trust. This work has continued and the South Lincolnshire Academies Trust leaders have remained relentless in their commitment and drive to provide support and leadership for this school to ensure that the Trustees, staff, parents and students at the school are always well supported.

The SLAT Vision:

The current four SLAT schools, being Bourne Academy; Spalding Academy; Giles Academy and Cowley Academy are inclusive secondary schools which endeavor to recognise and meet the needs of the individual student. The SLAT practice is characterised by:

- A commitment to high quality teaching, the education offered is exceptional, as are the students.
- As mixed non-selective secondary schools, the SLAT prides itself on being able to provide a personalised approach that best meets the needs of each and every individual child.
- Bourne Academy, Spalding Academy, Giles Academy and Cowley Academy have a strong belief to provide learning centers that encourage students to *Aspire, Challenge, Achieve* and as part of the wider family of the SLAT, and therefore access to strong professional partnership links and outstanding educational thinking.
- The SLAT has a myriad of opportunities for children to access study support and extra-curricular opportunities, often involving working closely with the local community, particularly in sport and the arts - including music, performance, sport and the visual arts.
- Putting students, their learning and welfare at the centre of all decision making, the SLAT supports learners to work hard, be committed to learning and believe in high challenge that is coupled with high support, including exceptional pastoral care.
- The SLAT also demands high standards of behaviour, coupled with exceptional pastoral and wellbeing support, that allow effective learning and teaching to take place.

It remains important that, in addition to ensuring that students make progress in their learning, the Trust has an ongoing robust PSHE and Spiritual, Moral, Social and Cultural (SMSC) programme fully embedded in every aspect of school life and demonstrates how well British Values are promoted and supported, in order to support health and wellbeing. All four Trust schools are outward looking and have a strong emphasis on preparing students to be responsible citizens as they progress through the school and beyond.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Strategic report (continued)**

For staff the Trust launched the successful WWW (workload, wellbeing, welfare) staff charter across all four schools (first implemented in Sept 2023) and will further embed investing time and resources into ensuring our staff wellbeing and welfare remains at the forefront of our decision making and priorities. We already have a wealth of staff support in place to ensure teaching staff are supported and workload is reduced. In 2023/24 the staff ACA group was introduced, a working party to give staff the opportunity to contribute to school improvement.

Additional Activities:

In all four Trust schools, there continues to be a high focus on continuing to open the doors beyond the classroom to a wide range of experiences. All subjects have continued to provide additional learning contexts including; music productions; art events and very successful Careers Fairs in all four schools that all support raising aspirations of our learners. All activities taking place 2023-2024, including trips outside of the UK, such as the great trip to Iceland, have been extremely well organised and highly successful.

The SLAT continues to receive positive recognition from the Regional Director for the outstanding work carried out by our Trust for our learners, including a personal visit to both Giles Academy and Spalding Academy and school leaders feel well supported by the Department for Education.

Current Trust Status:

Three of the current South Lincolnshire Academies Trust schools are currently Good (Bourne Academy Ofsted May 2022; Spalding Academy Ofsted June 2019; Giles Academy May 2023). Example Ofsted comments include:

Leadership:

- Spalding: The SLAT leadership and management are highly effective, which is supported by a strong ethos of distributed leadership and an equally strong focus on appropriate staff training and effective succession planning.
- Bourne: Senior leaders lead with a strong moral purpose and vision focused on what is right for pupils.
- Giles: Leaders have a clear vision for the school and have high aspirations for their pupils.

Curriculum:

- Spalding: Exceptional approach to curriculum planning, linked closely to future learning and career aspiration and the local area employment market.
- Bourne: Leaders have developed an ambitious and well-planned curriculum.
- Giles: Leaders have made significant improvements to the curriculum and built an ambitious curriculum.

Assessment:

- Spalding: Teachers use assessment to help students embed and use knowledge fluently and to develop their understanding.
- Giles: Teachers assess pupil's knowledge and understanding frequently.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Strategic report (continued)**

Behaviour:

- Spalding: The behaviour and attitudes of students are outstanding, with the SLAT providing a positive, respectful culture in which staff know and care about all learners. Students are safe and bullying and discrimination are not tolerated.
- Bourne: Leaders have high expectations of pupils' behaviour and conduct. Staff and pupils agree that the behaviour policy has a positive effect. Most pupils are keen to learn. The school is calm and orderly. Learning is rarely disrupted.
- Giles: Pupils are respectful, well-mannered and polite. They behave well in lessons and around school.

Pastoral Support:

- Spalding: The SLAT is well known in the local community for the pastoral support provided for our young people. There is a robust pastoral support system, which is the central spine of all three Trust schools and is fully embedded, so that all students feel highly supported in what is an increasingly complex and challenging modern world.
- Bourne: Pupils and parents and carers recognise and appreciate that the pastoral care is exceptional.
- Giles: Pupils benefit from strong pastoral care.

The fourth Trust school, Cowley Academy, which transferred into the South Lincolnshire Academies Trust (Sept 2022) currently has no Ofsted grading, due to the school being given a new unique reference number (URN) and opening up as a new school on point of transfer to the Trust. However, at point of transfer the school was graded as inadequate and requiring special measures (July 2022), and this is the point from where the Trust school leaders have been developing the school.

To improve further:

The main focus for this year 2024/25, remains on increased support for both staff and student wellbeing, as well as maintaining an increased focus on rewards and careers guidance to continue to motivate and inspire the students.

To meet the needs of Aspire, Challenge, Achieve in 2024/25, the SLAT challenges can be seen as:

Progress: A continued focus on improving outcomes for all student groups, an unrelenting focus on sustaining our outstanding provision, through continual reflection upon our approaches to the curriculum and wider school needs and their impact at all Key Stages.

Literacy Skills: Due to the context of the four schools, being non-selective (secondary modern), without a comprehensive student intake and the impact of the 11+ weighting on non-verbal reasoning, to continue to improve students' extended writing and reading skills, to equip them to more successfully complete long answer questions and to encourage our learners to be articulate in a range of contexts, by being encouraged to constantly develop a wider vocabulary, supported by reading widely.

Independence: There is a constant need to focus on encouraging students to learn independently, by completing homework tasks, attending curriculum intervention sessions and undertaking extended learning tasks. We see this need as being closely linked to our careers and raising aspiration programme which, due to the context of the four schools, can be a limiting factor and we see it important to work to engage the parents as well as the students.

Student Wellbeing: Although the four schools meet the pastoral needs of all learners exceptionally well, driven through our comprehensive pastoral structure, we recognise the need for continued focus on the wellbeing and health of our learners in order that they can 'do their best' and have aspiration for their future, whilst growing up in the increasingly challenging and complex world of being a young person in modern Britain.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Strategic report (continued)**

Rewards: Further embed the student Aspire Rewards passport programme, first implemented in Sept 2023 in all four schools, needs to be embedded. We have aligned all four trust schools in their reward initiatives and are working on improving our aspire challenges for students, to include a variety of challenges for students to achieve from community to health and safety skills.

House System: The four schools have a highly successful House System, which is currently being developed further to secure its place at the heart of the school, with a focus currently on the following four key areas: 1. Re-introducing the School Council; 2. Implementing increased opportunities for stakeholder voice; 3. Leading the Aspire Rewards programme development and 4. Developing a Trust / School Alumni scheme.

PSHE: To further promote and embed the Trust PSHE programme in each school, reviewing the time given to the comprehensive programme, including embedding the Trust LGBTQ+ and progressive pride agenda through the mentoring, support and information groups that are supported by the pastoral staff but run by students for students. Additionally, to further embed the Relationship, Sex and Health Education, which encompasses educating learners and embedding the Trust 'it Could and Does Happen Here' moto, in particular so all learners feel well supported and able to report abuse of any kind.

**Financial review**

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 ended 31 August 2024 and the associated expenditure are shown as restricted funds in the statement of financial activities. The Trust also receives a significant amount of funding from Lincolnshire County Council, its local authority.

During the year, the total income was in excess of total expenditure by £2,692,626. Excluding the movement on the Local Government Pension Scheme and restricted fixed asset fund, the excess of income over expenditure was £3,203,626.

The Trust's non-teaching staff are entitled to membership of the Local Government Pension Scheme. The Trust's share of the Scheme's assets is currently assessed to be more than its liabilities in the Scheme, and consequently, in common with other Trusts, the Trust balance sheet does not show any surplus.

The Trust held fund balances at 31 August 2024 of £64,568,401, comprising £6,679,502 of restricted funds, a fixed asset reserve of £57,470,543 and £418,356 of unrestricted general funds.

**Reserves policy**

The MAT operates a reserves policy of a minimum of £500k per school. The reserves are reviewed regularly and are considered to be sufficient to ensure an appropriate level of funding is held to cover contingency requirements.

The Trust has plans to spend over £4.5M of reserves over the next two years on fixed asset additions and various projects linked to our Estates Management Plan.

At 31 August 2024, free reserves held amount to £418,356 and restricted general funds amount to £6,679,502. The amount of funds which can only be realised by disposing of tangible fixed assets amounted to £57,470,543.

Total funds at 31 August 2024 amount to £64,548,401, and the balance on restricted general funds plus unrestricted general funds at 31 August 2024 results on a net surplus of £7,097,858.



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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Investment policy**

The Academy operates an investment policy that seeks to maximise returns, minimise risk and maintain flexibility and access to funds. Current funds are held on deposit.

**Principal risks and uncertainties**

The Trustees are aware of the major risks to which the MAT is exposed. A risk register is managed by regularly reviewing strategic, operational, compliance and financial risks. Specific risks with a higher risk rating include competition risk and the presence of other organisations with similar objects and little cope for differentiation. Insurance risk is closely monitored to ensure there is no financial loss/inability to replace items if the MAT does not have adequate insurance cover. Linked to insurance is the risk of litigation should the MAT not be fully compliant with health and safety legislation.

The MAT invests significant funds into the Estate to ensure it remains safe and well maintained. Structural Engineer reports were commissioned in 2023 in all four schools, which has provided assurance that there are no signs of Reinforced Autoclaved Aerated Concrete (RAAC).

**Fundraising**

The Trust believes that education should be free at the point of delivery and do not ask parents for donations. Fundraising for charities is an active part of our house structure in all schools. The Trust has a strong charity focus, contributing to local, regional, national and international charities on a regular basis.

The MAT raised in excess of £10,000 during the reporting for charities including Comic Relief, Macmillan, Cancer Research and Jeans for Genes.

**Streamlined energy and carbon reporting**

**UK energy use and associated greenhouse gas emissions**

Annual energy usage and associated annual greenhouse gas ("GHG") emissions are reported pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

**Organisational boundary**

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those assets owned or operated within the UK only as defined by the operational control boundary. This includes all 4 schools with the inclusion of one new school Cowley Academy, all controlled during the reporting period and minibuses along with the mandatory inclusion of scope 3 business travel in employee-owned or hire vehicles (grey fleet).

**Reporting period**

The annual reporting period is 1 September to 31 August each year and the energy and carbon emissions are aligned to this period.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Streamlined energy and carbon reporting (continued)**

**Quantification and reporting methodology**

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2022 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. The report has been reviewed independently by Briar Consulting Engineers Limited.

The electricity, gas and oil figures were compiled from invoice records. Where invoices did not cover the full reporting period, the pro-rata estimation technique and direct comparison technique was used. Mileage claims were used to calculate energy use and emissions associated with minibus and grey fleet. It has been assumed all electric vehicles have been charged off site and not on company premises. Generally gross calorific values were used except for grey fleet mileage energy calculations as per Government GHG Conversion Factors.

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the direct combustion of fuels and the operation of facilities (scope 1), indirect emissions from purchased electricity (scope 2) and further indirect emissions that occur as a consequence of Trust activities but occur from sources not owned or controlled by the organisation (scope 3).

**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**Streamlined energy and carbon reporting (continued)**

Breakdown of energy consumption used to calculate emissions (kWh):

	2024	2023
<b>Mandatory requirements</b>		
Gas	1,469,610	1,104,989
Purchased electricity from the grid	1,634,113	1,698,670
Transport fuel	80,483	57,972
<b>Scope 1 emissions (in tonnes of CO2 equivalent):</b>		
Gas consumption	269	202
Owned transport	2	2
	271	204
<b>Scope 2 emissions (in tonnes of CO2 equivalent):</b>		
Purchased electricity	338	352
<b>Scope 3 emissions (in tonnes of CO2 equivalent):</b>		
	18	12
<b>Intensity ratio:</b>		
Tonnes of CO2 equivalent per pupil	0.143	0.134

Intensity ratio

- tCO2e per square metre floor area 0.10 (2023 - 0.009);
- Including voluntary requirements of oil the tCO2e per pupil is 0.193 (2023 - 0.228);
- Including voluntary requirements of oil the tCO2e per square metre floor area is 0.013 (2023 - 0.015).

Two intensity ratios are reported showing emissions (tCO2e) per pupil and per square meter floor area.

Emissions per pupil is the recommended ratio for the sector for consistency and comparability and pupil numbers are based on the Autumn 2023 Census. Emissions per square meter floor area is reported to reflect the energy efficiency of the buildings, which are the source of most emissions.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**Streamlined energy and carbon reporting (continued)**

In the reporting period September 2023 – August 2024, the Trust has taken the following energy efficiency actions:

LED Lighting Installations:

- Spalding Academy: 622 LED lights have been installed, replacing older lighting systems to cut energy usage and reduce costs.
- Cowley Academy: 152 LED lights have been added, boosting energy efficiency, and further decreasing electricity consumption.

The Trust remains committed to reducing its carbon footprint and continues to look out for new energy saving and funding opportunities going forwards.

**Plans for future periods**

In setting our objectives and planning our activities the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

The Trust will continue to work to raise both the aspirations and outcomes of all its students in all age groups, closing gaps between the performances of different groups, where this is needed, and ensuring they are able to proceed successfully to the next stage of their education.

**Funds held as custodian on behalf of others**

The MAT has not acted as a custodian trustee.

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that 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 was approved by order of the Board of Trustees, as the company directors, on  
and signed on its behalf by:

.....  
**Mr W Hawkins**  
Chair of Trustees

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**GOVERNANCE STATEMENT**

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**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that South Lincolnshire Academies 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 South Lincolnshire Academies 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 5 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
Mr W Hawkins, Chair of Trustees	5	5
Mr S Haigh	4	5
Mr J Stokes	4	5
Mr R Immink	4	5
Mrs L Conley, Chief Executive Officer and Accounting Officer	5	5
Mr D Pickering	4	5
Mr J Kirkman	5	5

Throughout the year the Trustees received weekly updates from the Chief Executive Officer. The Chief Executive Officer had regular conversations with the Chair and Vice Chair. Any additional information that the Chief Executive Officer felt was relevant, beneficial, informative etc. was emailed out. All correspondence has been collated and stored by the Clerk to Trustees.

Trustees have a responsibility to declare conflicts of interest which affect them. The Trust has a strong system in place to identify these. They are required to complete a declaration form annually and before each meeting, all attendees are asked to declare any interests. If any interests are declared the trustee must not participate in any decisions where they stand to gain, whether directly, or indirectly through a connected person. All conflicts are stated on the Trust website for public interest.

In the academic year 2023/2024 the process to recruit two parent Local Advisory Board members for Spalding Academy and Giles Academy was placed on hold. This will now be due to take place in 2024/2025 academic period. The Trustees have discussed the need to recruit additional members for the Local Advisory Boards at both Spalding Academy and Giles Academy to ensure that the Trust had the right set of skills to maintain a high level of Governance. To note a Skills Audit is carried out at the start of each academic year ensuring skills are kept up to date and to identify any skills gaps.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

The Audit, Risk and Finance Committee is a sub-committee of the main board of Trustees. Its purpose is to help promote the highest standards of propriety in the use of public funds and encourage proper accountability for the use of those funds. To promote a climate of financial discipline and control which will help to reduce the opportunity for financial mismanagement and promote the development of internal controls systems which will help satisfy the Board of Trustees that the MAT will achieve its objectives and targets and is operating. The other purposes of the committee are detailed on the terms of reference for the committee.

Attendance during the year at meetings of the Audit, Risk and Finance Committee was as follows:

Trustee	Meetings attended	Out of a possible
Mr D Pickering	3	3
Mr J Kirkman	3	3
Mr S Haigh	3	3
Mr R Immink	3	3

**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:

- Ensuring stringent tendering of capital improvement projects.
- Utilising framework agreements where possible to ensure full tendering of supplier contracts.
- The Trust regularly takes opportunities to work collaboratively.

774 LED Lights were fitted across the Trust over 2023/24 for energy efficiency purposes.

**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 South Lincolnshire Academies 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.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**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.

- 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 Audit and Finance Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes. Setting targets to measure financial and other performance. Clearly defined purchasing (asset purchase or capital investment) guidelines and identification and management of risks.
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks

The Board of Trustees has decided to employ Day's Accountancy Services Limited as internal auditor.

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

- Income;
- Purchasing;
- Staff Expenses;
- Charge Card transactions;
- Payroll;
- Bank and cash.
- Budgeting and Reporting.
- Assets.
- Governance.

The internal auditor reports to the board of Trustees through the audit, risk and finance committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

Four visits were conducted over the reporting period. Some minor recommendations were made, but no significant findings were reported. The internal auditor reports are presented to the Audit Risk and Finance Committee and Board of Trustees.

Day's Accountancy attends one Audit Risk and Finance meeting in each reporting year.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**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:

- 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 internal and external auditors;
- the work of the executive managers 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 audit, risk and finance committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

**Conclusion**

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

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

.....  
**Mr W Hawkins**  
Chair of Trustees

.....  
**Mrs L Conley**  
Accounting Officer

Date:



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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

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

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

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

**Mrs L Conley**  
Accounting Officer  
Date:

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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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 charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles 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 charitable company will continue in business.

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

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

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

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

.....  
**Mr W Hawkins**  
Chair of Trustees

Date:

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
SOUTH LINCOLNSHIRE ACADEMIES TRUST**

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**Opinion**

We have audited the financial statements of South Lincolnshire Academies Trust (the 'trust') for the year ended 31 August 2024 which comprise the Statement of financial activities, the Balance sheet, the 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 Trust's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 Trust 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 Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
SOUTH LINCOLNSHIRE ACADEMIES TRUST (CONTINUED)**

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**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 for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has 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 Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

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

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

**Responsibilities of trustees**

As explained more fully in the Statement of trustees' responsibilities, the Trustees (who are also the directors of the Trust 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 Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
SOUTH LINCOLNSHIRE ACADEMIES TRUST (CONTINUED)**

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**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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was that we identified the material laws and regulations applicable to the trust through discussions with Trustees and other management, and from our commercial knowledge and experience of the Trust and education sector in which it operates. We then assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence.

We then assessed the susceptibility of the trust's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we tested journal entries to identify unusual transactions, we reviewed a sample of grants in the year to allocation and accurate recognition, we agreed a sample of employees on the Trust payroll to existence and agreed the accuracy of their pay, we assessed and reviewed the appropriateness and effectiveness of the key systems and controls. We also assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 2 were indicative of potential bias and investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to agreeing financial statement disclosures to underlying supporting documentation, reading the minutes of meetings of those charged with governance, reviewing internal audit reports for any indication of breaches of laws and regulations, enquiring of management as to actual and potential litigation and claims and reviewing any correspondence with HMRC, relevant regulators and the Trust's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed those laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance.

Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
SOUTH LINCOLNSHIRE ACADEMIES TRUST (CONTINUED)**

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A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' report.

**Use of our report**

This report is made solely to the charitable Trust's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable Trust'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 charitable Trust and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Mark Bradshaw (Senior statutory auditor)**

for and on behalf of

**Streets Audit LLP**

Windsor House

A1 Business Park at

Long Bennington

Notts

NG23 5JR

Date:

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SOUTH LINCOLNSHIRE ACADEMIES TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY**

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In accordance with the terms of our engagement letter dated 17 August 2022 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 South Lincolnshire Academies 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 South Lincolnshire Academies Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to South Lincolnshire Academies 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 South Lincolnshire Academies Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of South Lincolnshire Academies Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of South Lincolnshire Academies Trust's funding agreement with the Secretary of State for Education dated 10 March 2011 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.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SOUTH  
LINCOLNSHIRE ACADEMIES TRUST AND THE EDUCATION & SKILLS FUNDING AGENCY  
(CONTINUED)**

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**Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- a review of the Trust's systems and controls and confirmation of their operation and effectiveness during the year;
- a review of expenditure to confirm the appropriateness and value for money and that appropriate tendering/quotation procedures had been followed in line with the Trust's finance policy; and
- a review of related party relationships and internal audit reports.

In line with the Framework and guide for external auditors and reporting accountants of academy trusts issued April 2023, we have not performed any additional procedures regarding the Trust's compliance with safeguarding, health and safety and estates management.

**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.

Mark Bradshaw (Senior statutory auditor)  
**Streets Audit LLP**

Windsor House  
A1 Business Park at  
Long Bennington  
Notts  
NG23 5JR

Date:



**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>						
Donations and capital grants:	3					
Other donations and capital grants		-	9,778	755,565	765,343	12,416,633
Other trading activities		266,480	61,159	-	327,639	285,180
Investments	6	19,491	169,000	-	188,491	33,252
Charitable activities		1,309,815	31,282,117	-	32,591,932	29,433,362
<b>Total income</b>		<b>1,595,786</b>	<b>31,522,054</b>	<b>755,565</b>	<b>33,873,405</b>	<b>42,168,427</b>
<b>Expenditure on:</b>						
Raising funds		161,796	50,803	-	212,599	181,228
Charitable activities		1,418,688	28,658,930	890,562	30,968,180	28,857,877
<b>Total expenditure</b>		<b>1,580,484</b>	<b>28,709,733</b>	<b>890,562</b>	<b>31,180,779</b>	<b>29,039,105</b>
<b>Net (expenditure) /income</b>		<b>15,302</b>	<b>2,812,321</b>	<b>(134,997)</b>	<b>2,692,626</b>	<b>13,129,322</b>
Transfers between funds	19	-	(1,634,114)	1,634,114	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>15,302</b>	<b>1,178,207</b>	<b>1,499,117</b>	<b>2,692,626</b>	<b>13,129,322</b>
<b>Other recognised gains/(losses):</b>						
Actuarial gains on defined benefit pension schemes	26	-	533,000	-	533,000	2,637,000
Defined benefit pension scheme asset de-recognised		-	(1,044,000)	-	(1,044,000)	(2,568,000)
<b>Net movement in funds</b>		<b>15,302</b>	<b>667,207</b>	<b>1,499,117</b>	<b>2,181,626</b>	<b>13,198,322</b>

**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)**  
(CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2024

Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
<b>Reconciliation of funds:</b>					
Total funds brought forward	403,054	6,012,295	55,971,426	62,386,775	49,188,453
Net movement in funds	15,302	667,207	1,499,117	2,181,626	13,198,322
<b>Total funds carried forward</b>	<u>418,356</u>	<u>6,679,502</u>	<u>57,470,543</u>	<u>64,568,401</u>	<u>62,386,775</u>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 36 to 64 form part of these financial statements.

**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)  
REGISTERED NUMBER: 07559187

**BALANCE SHEET**  
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	14	<b>57,470,543</b>	55,629,619
		<u>57,470,543</u>	<u>55,629,619</u>
<b>Current assets</b>			
Stocks	15	<b>55,388</b>	53,587
Debtors	16	<b>1,534,719</b>	838,663
Cash at bank and in hand		<b>8,732,805</b>	7,912,554
		<u>10,322,912</u>	<u>8,804,804</u>
Creditors: amounts falling due within one year	17	<b>(3,154,779)</b>	(1,891,356)
<b>Net current assets</b>		<b>7,168,133</b>	6,913,448
<b>Total assets less current liabilities</b>		<b>64,638,676</b>	62,543,067
Creditors: amounts falling due after more than one year	18	<b>(70,275)</b>	(156,292)
<b>Net assets excluding pension asset</b>		<b>64,568,401</b>	62,386,775
<b>Total net assets</b>		<b>64,568,401</b>	62,386,775

**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07559187**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Funds of the Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	57,470,543	55,971,426
Restricted income funds	19	6,679,502	6,012,295
<b>Total restricted funds</b>	19	<b>64,150,045</b>	<b>61,983,721</b>
<b>Unrestricted income funds</b>	19	<b>418,356</b>	<b>403,054</b>
<b>Total funds</b>		<b>64,568,401</b>	<b>62,386,775</b>

The financial statements on pages 31 to 64 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

.....  
**Mr W Hawkins**  
Chair of Trustees

Date:

The notes on pages 36 to 64 form part of these financial statements.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

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**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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	<b>Note</b>	<b>2024</b> £	<b>2023</b> £
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	21	<b>2,862,265</b>	2,432,676
<b>Cash flows from investing activities</b>	23	<b>(1,956,430)</b>	(21,814)
<b>Cash flows from financing activities</b>	22	<b>(85,584)</b>	(69,686)
<b>Change in cash and cash equivalents in the year</b>		<b>820,251</b>	2,341,176
Cash and cash equivalents at the beginning of the year		<b>7,912,554</b>	5,571,378
<b>Cash and cash equivalents at the end of the year</b>	24, 25	<b>8,732,805</b>	7,912,554

The notes on pages 36 to 64 form part of these financial statements

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**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 Trust, 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 (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

South Lincolnshire Academies Trust meets the definition of a public benefit entity under FRS 102.

**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 Trust 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 Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. Accounting policies (continued)**

**1.3 Income**

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

• **Grants**

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

General Annual Grant is recognised in full in the Statement of financial activities in the 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 Trust has provided the goods or services.

**1.4 Expenditure**

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

• **Expenditure on raising funds**

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

• **Charitable activities**

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

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

All resources expended are inclusive of irrecoverable VAT.

**1.5 Interest receivable**

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

**1.6 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 Statement of financial activities and carried forward in the Balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

The academy incurs significant repair and replacement costs such that the Trustees believe the properties residual values are not materially different to the cost. Accordingly, no depreciation is charged on either freehold or long-term leasehold property.

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	- Improvements depreciated between 2% - 10%
Long-term leasehold property	- Improvements depreciated between 2% - 10%
Fixtures, fittings and equipment	- 25% straight line
Computer equipment	- 25% straight line
Motor vehicles	- 25% straight line

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

**1.7 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.



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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. Accounting policies (continued)**

**1.8 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.

**1.9 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.

**1.10 Liabilities**

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

**1.11 Financial instruments**

The Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Trust and their measurement 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 16. Prepayments are not financial instruments. Amounts due to the Trust'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.

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 17 and 18. 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 Trust's wholly owned subsidiary are held at face value less any impairment.

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**1. Accounting policies (continued)**

**1.12 Pensions**

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

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

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

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

**1.13 Agency arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. The trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 30.

**1.14 Fund accounting**

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

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

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**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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**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:

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

The present value of the Local Government Pension Scheme defined benefit scheme 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 26, will impact the carrying amount of the pension scheme balance. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension scheme balance.

Critical areas of judgment:

As explained in note 1.6 above, the Academy incurs significant repair and replacement costs such that the Trustees believe the properties residual values are not materially different to the cost. Accordingly, no depreciation is charged.

**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**2. Critical accounting estimates and areas of judgment (continued)**

At 31 August 2024, the present value of the defined benefit obligation at the reporting date was valued at less than the fair value of plan assets and therefore the plan has a surplus. In accordance with FRS 102, an entity shall recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. On the basis that the separate triennial valuation is used to calculate future contribution rates on a different valuation basis there is no realistic expectation that the surplus will be realised or will provide future economic benefit to the trust. As a result the pension asset has not been recognised in the balance sheet of the financial statements.

**3. Income from donations and capital grants**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Restricted fixed asset funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Transfer of existing academy into the trust	-	-	-	-	10,792,311
Capital grants	-	-	755,565	<b>755,565</b>	1,610,118
Other donations	-	9,778	-	<b>9,778</b>	14,204
<b>Total 2024</b>	<b>-</b>	<b>9,778</b>	<b>755,565</b>	<b>765,343</b>	<b>12,416,633</b>
<i>Total 2023</i>	<i>13,438</i>	<i>439,140</i>	<i>11,964,055</i>	<i>12,416,633</i>	

**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**4. Funding for the Trust's charitable activities**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
<b>Educational operations</b>				
General Annual Grant (GAG)	-	26,392,730	<b>26,392,730</b>	24,158,375
Other DfE/ESFA grants				
Pupil premium	-	1,158,238	<b>1,158,238</b>	1,062,071
Supplementary grant	-	1,644,116	<b>1,644,116</b>	1,067,719
Other DfE Group grants	-	697,363	<b>697,363</b>	679,539
	-	29,892,447	<b>29,892,447</b>	26,967,704
<b>Other Government grants</b>				
LA grants - SEN	-	1,289,312	<b>1,289,312</b>	1,047,277
LA grants - LAC	-	76,601	<b>76,601</b>	181,433
	-	1,365,913	<b>1,365,913</b>	1,228,710
<b>Other income from the Trust's educational operations</b>	1,309,815	23,757	<b>1,333,572</b>	1,236,948
<b>Total Educational operations</b>	1,309,815	31,282,117	<b>32,591,932</b>	29,433,362
	1,309,815	31,282,117	<b>32,591,932</b>	29,433,362
<i>Total 2023</i>	1,020,889	28,412,473	29,433,362	

**SOUTH LINCOLNSHIRE ACADEMIES TRUST**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**5. Income from other trading activities**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Hire of facilities	-	3,360	<b>3,360</b>	3,264
Catering	114,386	-	<b>114,386</b>	76,309
Other income	3,921	57,799	<b>61,720</b>	75,468
Uniform shop sales	148,173	-	<b>148,173</b>	130,139
	<u>266,480</u>	<u>61,159</u>	<u><b>327,639</b></u>	<u>285,180</u>
<i>Total 2023</i>	<u>211,822</u>	<u>73,358</u>	<u>285,180</u>	

**6. Investment income**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Bank interest	19,491	-	<b>19,491</b>	10,252
Pension income	-	169,000	<b>169,000</b>	23,000
	<u>19,491</u>	<u>169,000</u>	<u><b>188,491</b></u>	<u>33,252</u>
<i>Total 2023</i>	<u>10,252</u>	<u>23,000</u>	<u>33,252</u>	

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**7. Expenditure**

	<b>Staff Costs 2024 £</b>	<b>Premises 2024 £</b>	<b>Other 2024 £</b>	<b>Total 2024 £</b>	<i>Total 2023 £</i>
Expenditure on fundraising trading activities:					
Direct costs	20,899	-	191,700	<b>212,599</b>	181,228
Educational operations:					
Direct costs	21,062,658	-	2,295,032	<b>23,357,690</b>	21,237,126
Allocated support costs	2,361,379	2,270,894	2,978,217	<b>7,610,490</b>	7,620,751
<b>Total 2024</b>	<u>23,444,936</u>	<u>2,270,894</u>	<u>5,464,949</u>	<u><b>31,180,779</b></u>	<u>29,039,105</u>
<i>Total 2023</i>	<u>21,763,308</u>	<u>2,081,312</u>	<u>5,194,485</u>	<u>29,039,105</u>	

**8. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2024 £</b>	<b>Support costs 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Educational operations	23,357,690	7,610,490	<b>30,968,180</b>	28,857,877
<i>Total 2023</i>	<u>21,237,126</u>	<u>7,620,751</u>	<u>28,857,877</u>	

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**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Staff costs	<b>2,361,379</b>	2,772,596
Technology costs	<b>214,750</b>	191,899
Premises costs	<b>2,270,894</b>	2,081,312
Other support costs	<b>2,657,776</b>	2,454,364
Governance costs	<b>98,533</b>	112,546
Legal costs	<b>7,158</b>	8,034
<b>Total 2024</b>	<b>7,610,490</b>	<b>7,620,751</b>

**9. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2024 £</b>	<i>2023 £</i>
Operating lease rentals	<b>61,525</b>	43,209
Depreciation of tangible fixed assets	<b>855,561</b>	710,216
Loss on disposal of fixed assets	<b>5,001</b>	565
Fees paid to auditors for:		
- audit	<b>14,525</b>	14,525



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**10. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

	2024 £	2023 £
Wages and salaries	16,816,908	15,267,166
Social security costs	1,798,188	1,584,772
Pension costs	3,841,375	3,516,523
	<u>22,456,471</u>	<u>20,368,461</u>
Agency staff costs	988,465	1,356,824
Staff restructuring costs	-	38,023
	<u>23,444,936</u>	<u>21,763,308</u>

Staff restructuring costs comprise:

	2024 £	2023 £
Redundancy payments	-	17,923
Severance payments	-	20,100
	<u>-</u>	<u>38,023</u>

**b. Staff numbers**

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

	2024 No.	2023 No.
Teachers	265	253
Administration and Support	222	222
Management	9	9
	<u>496</u>	<u>484</u>

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**10. Staff (continued)**

**b. Staff numbers (continued)**

The average headcount expressed as full-time equivalents was:

	<b>2024</b>	2023
	<b>No.</b>	<i>No.</i>
Teachers	<b>254</b>	239
Administration and Support	<b>194</b>	175
Management	<b>9</b>	9
	<b>457</b>	423
	<b>457</b>	423

**c. Higher paid staff**

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

	<b>2024</b>	2023
	<b>No.</b>	<i>No.</i>
In the band £60,001 - £70,000	<b>19</b>	5
In the band £70,001 - £80,000	<b>3</b>	4
In the band £80,001 - £90,000	<b>2</b>	-
In the band £90,001 - £100,000	-	5
In the band £100,001 - £110,000	<b>5</b>	-
In the band £160,001 - £170,000	-	1
In the band £190,001 - £200,000	<b>1</b>	-
	<b>1</b>	-
	<b>1</b>	-

**d. Key management personnel**

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £1,272,032 (2023 £1,061,680).

**11. Central services**

The Trust managed all services centrally during the year and operated a GAG pooling policy with a clearly defined appeals process for the Local Advisory Boards in each school. The reserves are managed centrally in order to direct funds to its schools that need to raise educational standards or requires investment in its facilities. Each school is measured internally by their finances linked to student numbers. Only GAG funding is pooled, not funding received specifically for the students in each school (SEN High Needs, Pupil Premium etc.).

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**12. Trustees' remuneration and expenses**

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. 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:

		<b>2024</b>	<b>2023</b>
		<b>£</b>	<b>£</b>
Mrs L Conley, Executive Headteacher	Remuneration	<b>190,000 -</b>	<i>165,000 -</i>
		<b>195,000</b>	<i>170,000</i>
	Pension contributions paid	<b>45,000 -</b>	<i>20,000 -</i>
		<b>50,000</b>	<i>25,000</i>

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

**13. Trustees' and Officers' insurance**

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

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**14. Tangible fixed assets**

	F/H and L/H property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>					
At 1 September 2023	59,604,006	1,158,879	1,152,550	85,928	62,001,363
Additions	2,430,780	158,688	142,018	-	2,731,486
Disposals	-	(267,966)	(297,968)	(9,784)	(575,718)
At 31 August 2024	<u>62,034,786</u>	<u>1,049,601</u>	<u>996,600</u>	<u>76,144</u>	<u>64,157,131</u>
<b>Depreciation</b>					
At 1 September 2023	4,546,594	764,647	1,010,079	50,424	6,371,744
Charge for the year	662,892	88,764	119,494	14,411	885,561
On disposals	-	(262,965)	(297,968)	(9,784)	(570,717)
At 31 August 2024	<u>5,209,486</u>	<u>590,446</u>	<u>831,605</u>	<u>55,051</u>	<u>6,686,588</u>
<b>Net book value</b>					
At 31 August 2024	<u><u>56,825,300</u></u>	<u><u>459,155</u></u>	<u><u>164,995</u></u>	<u><u>21,093</u></u>	<u><u>57,470,543</u></u>
At 31 August 2023	<u><u>55,057,412</u></u>	<u><u>394,232</u></u>	<u><u>142,471</u></u>	<u><u>35,504</u></u>	<u><u>55,629,619</u></u>

The Academy's transactions relating to land and buildings included:

- Heating and Maths Block at Giles Academy for £888,061;
- Flooring, gym and SRU works at Giles Academy for £200,989;
- Water system at Spalding Academy for £389,133;
- IT rooms at Spalding Academy for £177,750;
- Roofing works at Spalding Academy for £126,232;
- Safeguarding works at Spalding Academy for £118,822;
- SRU and tarmac works at Spalding Academy for £91,527;
- Windows at Cowley Academy for £118,026;
- PE changing rooms at Cowley Academy for £100,273;
- Library works at Bourne Academy for £89,420;
- Toilet block works at Bourne Academy for £85,129;
- Boiler room in the A block at Bourne Academy for £15,500; and
- Other premises improvements across the Trust for £29,918.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**15. Stocks**

	<b>2024</b>	<b>2023</b>
	£	£
Uniform and catering stock	<b>55,388</b>	53,587

**16. Debtors**

	<b>2024</b>	<b>2023</b>
	£	£
<b>Due within one year</b>		
Trade debtors	<b>6,284</b>	2,800
Other debtors	<b>615,261</b>	272,861
Prepayments and accrued income	<b>913,174</b>	563,002
	<b>1,534,719</b>	838,663

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**17. Creditors: Amounts falling due within one year**

	2024 £	2023 £
Other loans	56,767	56,334
Trade creditors	2,220,289	427,100
Other taxation and social security	393,514	353,084
Other creditors	99,454	487,277
Accruals and deferred income	384,755	567,561
	<b>3,154,779</b>	<b>1,891,356</b>
	<b>3,154,779</b>	<b>1,891,356</b>
	2024 £	2023 £
Deferred income at 1 September 2023	78,016	64,783
Resources deferred during the year	146,487	78,016
Amounts released from previous periods	(78,016)	(64,783)
	<b>146,487</b>	<b>78,016</b>
	<b>146,487</b>	<b>78,016</b>

Deferred income relates to trip income and other funding relating to the academic year 2023/24.

Included in other loans are loans of £56,767 (2023 - £56,334) from the ESFA and Lincolnshire County Council (Salix) which is provided on the following terms:

- repayable in 6 monthly installments;
- with no interest charged, or interest is charged at base rate plus 3%;
- the loans are due to mature in 2025, 2029 and 2032.

**18. Creditors: Amounts falling due after more than one year**

	2024 £	2023 £
Other loans	70,275	156,292
	<b>70,275</b>	<b>156,292</b>

Included in other loans are loans of £70,275 (2023 - £156,292) from the ESFA and Lincolnshire County Council (Salix) which is provided on the following terms:

- repayable in 6 monthly installments;
- with no interest charged, or interest is charged at base rate plus 3%;
- the loans are due to mature in 2025, 2029 and 2032.

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**19. Statement of funds**

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>Unrestricted funds</b>						
General funds	403,054	1,595,786	(1,580,484)	-	-	418,356
<b>Restricted general funds</b>						
General Annual Grant (GAG)	6,012,295	26,321,647	(24,020,326)	(1,634,114)	-	6,679,502
Other restricted funds	-	5,031,407	(5,031,407)	-	-	-
Pension reserve	-	169,000	342,000	-	(511,000)	-
	<u>6,012,295</u>	<u>31,522,054</u>	<u>(28,709,733)</u>	<u>(1,634,114)</u>	<u>(511,000)</u>	<u>6,679,502</u>
<b>Restricted fixed asset funds</b>						
Transfer upon joining trust	47,001,975	-	(264,441)	-	-	46,737,534
DfE/ESFA capital grants	5,250,450	755,565	(331,055)	-	-	5,674,960
Other government grants	1,136,606	-	(62,650)	-	-	1,073,956
Capital expenditure from other sources including GAG	2,582,395	-	(232,416)	1,634,114	-	3,984,093
	<u>55,971,426</u>	<u>755,565</u>	<u>(890,562)</u>	<u>1,634,114</u>	<u>-</u>	<u>57,470,543</u>
<b>Total Restricted funds</b>	<u>61,983,721</u>	<u>32,277,619</u>	<u>(29,600,295)</u>	<u>-</u>	<u>(511,000)</u>	<u>64,150,045</u>
<b>Total funds</b>	<u><u>62,386,775</u></u>	<u><u>33,873,405</u></u>	<u><u>(31,180,779)</u></u>	<u><u>-</u></u>	<u><u>(511,000)</u></u>	<u><u>64,568,401</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**19. Statement of funds (continued)**

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

Unrestricted funds

Unrestricted funds represent both those resources, as well as funds transferred to the Academy from the Local Authority upon conversion, which may be used towards meeting any of the objects of the Academy at the discretion of the Trustees. These are not currently designated for particular purposes.

Restricted Fixed Asset funds

Transfer upon joining trust represents the assets transferred to the Academy from the Local Authority upon conversion or from other academy trusts.

Capital expenditure from GAG represents fixed asset expenditure transferred from other restricted income.

Restricted Revenue funds

General Annual Grant (GAG) is made up of a number of different funding streams, all of which are used to cover the running costs of the Academy.

Other ESFA Grants, other government grants and other restricted funds represent monies received for specific purposes.

Pension Reserve represents the current deficit balance of the Local Government Pension Scheme (LGPS).

Transfers between funds represent the use of recurrent income being used to fund capital expenditure.

Summary

The balance on restricted revenue funds plus unrestricted funds at 31 August 2024 results in a net surplus of £7,097,858.

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



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**19. Statement of funds (continued)**

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

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2023 £</i>
<b>Unrestricted funds</b>						
General funds	597,538	1,256,401	(1,450,885)	-	-	403,054
<b>Restricted general funds</b>						
General Annual Grant (GAG)	4,055,777	24,232,047	(22,101,515)	(174,014)	-	6,012,295
Other restricted funds	-	4,684,924	(4,684,924)	-	-	-
Pension reserve	(9,000)	31,000	(91,000)	-	69,000	-
	<u>4,046,777</u>	<u>28,947,971</u>	<u>(26,877,439)</u>	<u>(174,014)</u>	<u>69,000</u>	<u>6,012,295</u>
<b>Restricted fixed asset funds</b>						
Transfer upon joining trust	36,903,272	10,353,937	(255,234)	-	-	47,001,975
DfE/ESFA capital grants	3,906,648	1,610,118	(266,316)	-	-	5,250,450
Other gov't grants	1,194,258	-	(57,652)	-	-	1,136,606
Capital expenditure from other sources	2,539,960	-	(131,579)	174,014	-	2,582,395
	<u>44,544,138</u>	<u>11,964,055</u>	<u>(710,781)</u>	<u>174,014</u>	<u>-</u>	<u>55,971,426</u>
<b>Total Restricted funds</b>	<u>48,590,915</u>	<u>40,912,026</u>	<u>(27,588,220)</u>	<u>-</u>	<u>69,000</u>	<u>61,983,721</u>
<b>Total funds</b>	<u><u>49,188,453</u></u>	<u><u>42,168,427</u></u>	<u><u>(29,039,105)</u></u>	<u><u>-</u></u>	<u><u>69,000</u></u>	<u><u>62,386,775</u></u>

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**19. Statement of funds (continued)**

**Total funds analysis by academy**

Fund balances at 31 August 2024 were allocated as follows:

	2024 £	2023 £
Trust reserves	7,097,858	6,415,349
Restricted fixed asset fund	57,470,543	55,971,426
<b>Total</b>	<b>64,568,401</b>	<b>62,386,775</b>

The Trust manages the reserves of the schools centrally in order to ensure sufficient liquidity is available to meet the needs of all academies within it. Therefore, these reserves have been disclosed at trust level.

**Total cost analysis by academy**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2024 £	Total 2023 £
Bourne Academy	7,162,218	919,406	647,506	1,339,711	10,068,841	8,907,399
Spalding Academy	6,235,285	944,333	569,284	1,433,755	9,182,657	8,285,308
Giles Academy	3,445,325	558,214	625,203	952,771	5,581,513	5,178,302
Cowley Academy	2,776,319	555,505	309,885	697,410	4,339,119	4,333,602
SLATrust services	850,360	352,251	60,912	(140,435)	1,123,088	1,624,278
<b>Trust</b>	<b>20,469,507</b>	<b>3,329,709</b>	<b>2,212,790</b>	<b>4,283,212</b>	<b>30,295,218</b>	<b>28,328,889</b>

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**20. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Restricted fixed asset funds 2024 £</b>	<b>Total funds 2024 £</b>
Tangible fixed assets	-	-	57,470,543	<b>57,470,543</b>
Current assets	418,356	9,904,556	-	<b>10,322,912</b>
Creditors due within one year	-	(3,154,779)	-	<b>(3,154,779)</b>
Creditors due in more than one year	-	(70,275)	-	<b>(70,275)</b>
<b>Total</b>	<b>418,356</b>	<b>6,679,502</b>	<b>57,470,543</b>	<b>64,568,401</b>

**Analysis of net assets between funds - prior period**

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Restricted fixed asset funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	-	-	55,629,619	55,629,619
Current assets	403,054	8,059,943	341,807	8,804,804
Creditors due within one year	-	(1,891,356)	-	(1,891,356)
Creditors due in more than one year	-	(156,292)	-	(156,292)
<b>Total</b>	<b>403,054</b>	<b>6,012,295</b>	<b>55,971,426</b>	<b>62,386,775</b>

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**21. Reconciliation of net income to net cash flow from operating activities**

	2024 £	2023 £
Net income for the period (as per Statement of financial activities)	<b>2,692,626</b>	13,129,322
<b>Adjustments for:</b>		
Depreciation	<b>885,561</b>	710,216
Capital grants from DfE and other capital income	<b>(755,565)</b>	(1,610,118)
Interest receivable	<b>(19,491)</b>	(10,252)
Defined benefit pension scheme asset inherited	-	8,000
Defined benefit pension scheme cost less contributions payable	<b>(348,000)</b>	72,000
Defined benefit pension scheme finance (income)/cost	<b>(169,000)</b>	(23,000)
(Increase)/decrease in stocks	<b>(1,801)</b>	5,645
(Increase)/decrease in debtors	<b>(696,056)</b>	79,776
Increase in creditors	<b>1,262,990</b>	200,271
Defined benefit pension scheme administration cost	<b>6,000</b>	19,000
Net (gain)/loss on assets and liabilities upon transfer from another trust	-	(10,148,749)
Loss on disposal of tangible assets	<b>5,001</b>	565
<b>Net cash provided by operating activities</b>	<b>2,862,265</b>	2,432,676

**22. Cash flows from financing activities**

	2024 £	2023 £
Repayments of borrowing	<b>(85,584)</b>	(69,686)
<b>Net cash used in financing activities</b>	<b>(85,584)</b>	(69,686)

**23. Cash flows from investing activities**

	2024 £	2023 £
Dividends, interest and rents from investments	<b>19,491</b>	10,252
Purchase of tangible fixed assets	<b>(2,731,486)</b>	(1,642,184)
Capital grants from DfE and other capital income	<b>755,565</b>	1,610,118
<b>Net cash used in investing activities</b>	<b>(1,956,430)</b>	(21,814)

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**24. Analysis of cash and cash equivalents**

	2024 £	2023 £
Cash in hand and at bank	8,732,805	7,912,554
<b>Total cash and cash equivalents</b>	<b>8,732,805</b>	<b>7,912,554</b>

**25. Analysis of changes in net debt**

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	7,912,554	820,251	8,732,805
Debt due within 1 year	(56,334)	(433)	(56,767)
Debt due after 1 year	(156,292)	86,017	(70,275)
	<b>7,699,928</b>	<b>905,835</b>	<b>8,605,763</b>

**26. Pension commitments**

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

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

Contributions amounting to £ - were payable to the schemes at 31 August 2024 (2023 - £362,540) and are included within creditors.

**Teachers' Pension Scheme**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for 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.

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**26. 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 ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

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

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

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 £2,959,638 (2023 - £2,393,887).

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

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**26. Pension commitments (continued)**

**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 £1,497,000 (2023 - £1,351,000), of which employer's contributions totalled £1,218,000 (2023 - £1,080,000) and employees' contributions totalled £ 279,000 (2023 - £271,000). The agreed contribution rates for future years are 25.0 per cent to 25.7 per cent per cent for employers and various per cent for employees.

As described in note the LGPS obligation relates to the employees of the Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust at the balance sheet date.

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.

**Principal actuarial assumptions**

	<b>2024</b>	<b>2023</b>
	%	%
Rate of increase in salaries	<b>3.75-3.85</b>	3.90
Rate of increase for pensions in payment/inflation	<b>2.75-2.85</b>	2.90
Discount rate for scheme liabilities	<b>5.05-5.10</b>	5.30-5.35

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

	<b>2024</b>	<b>2023</b>
	Years	Years
<i>Retiring today</i>		
Males	<b>19.5</b>	19.5
Females	<b>22.7</b>	22.6
<i>Retiring in 20 years</i>		
Males	<b>20.7</b>	20.8
Females	<b>24.1</b>	24.0

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**26. Pension commitments (continued)**

**Sensitivity analysis**

	<b>2024</b>	<i>2023</i>
	<b>£000</b>	<i>£000</i>
Discount rate -0.1%	<b>(345)</b>	<i>295</i>
Mortality assumption - 1 year increase	<b>521</b>	<i>473</i>
	<b>=====</b>	<i>=====</i>

The pension scheme surplus/deficit is based on the actuarial assumptions used as at the 31 August 2023. These can, and do, change after the year end. The above sensitivity analysis shows how the position stated can change significantly based on changes to the actuarial assumptions. A change in the markets is likely to result in an increased pension scheme deficit by next year end. Post year end valuations could be obtained to provide an indication, however, it is considered that the cost would outweigh the benefit to the users of the accounts, and would not be value for money.

**Share of scheme assets**

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

	<b>At 31</b>	<i>At 31 August</i>
	<b>August 2024</b>	<i>2023</i>
	<b>£</b>	<i>£</i>
Equities	<b>12,134,000</b>	<i>11,782,000</i>
Corporate bonds	<b>3,076,000</b>	<i>2,507,000</i>
Property	<b>1,572,000</b>	<i>1,417,000</i>
Cash and other liquid assets	<b>5,355,000</b>	<i>3,373,000</i>
<b>Total market value of assets</b>	<b>22,137,000</b>	<i>19,079,000</i>
	<b>=====</b>	<i>=====</i>

The actual return on scheme assets was £2,072,000 (2023 - £499,000).

The amounts recognised in the Statement of financial activities are as follows:

	<b>2024</b>	<i>2023</i>
	<b>£</b>	<i>£</i>
Current service cost	<b>(870,000)</b>	<i>(1,152,000)</i>
Interest income	<b>1,041,000</b>	<i>775,000</i>
Interest cost	<b>(872,000)</b>	<i>(752,000)</i>
Administrative expenses	<b>(6,000)</b>	<i>(19,000)</i>
<b>Total amount recognised in the Statement of financial activities</b>	<b>(707,000)</b>	<i>(1,148,000)</i>
	<b>=====</b>	<i>=====</i>



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**26. Pension commitments (continued)**

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

	2024 £	2023 £
<b>At 1 September</b>	<b>16,511,000</b>	14,306,000
Transferred in on existing academies joining the trust	-	3,467,000
Current service cost	<b>870,000</b>	1,152,000
Interest cost	<b>872,000</b>	752,000
Employee contributions	<b>279,000</b>	271,000
Actuarial losses/(gains)	<b>498,000</b>	(3,024,000)
Benefits paid	<b>(505,000)</b>	(413,000)
<b>At 31 August</b>	<b>18,525,000</b>	16,511,000

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

	2024 £	2023 £
<b>At 1 September</b>	<b>19,079,000</b>	14,297,000
Transferred in on existing academies joining the trust	-	3,475,000
Interest income	<b>1,041,000</b>	775,000
Actuarial gains/(losses)	<b>1,031,000</b>	(387,000)
Employer contributions	<b>1,218,000</b>	1,080,000
Employee contributions	<b>279,000</b>	271,000
Benefits paid	<b>(505,000)</b>	(413,000)
Administration expense	<b>(6,000)</b>	(19,000)
<b>At 31 August</b>	<b>22,137,000</b>	19,079,000

**27. Operating lease commitments**

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

	2024 £	2023 £
Not later than 1 year	<b>46,430</b>	35,577
Later than 1 year and not later than 5 years	<b>116,341</b>	61,956
	<b>162,771</b>	97,533

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**28. 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 £10 for the debts and liabilities contracted before he/she ceases to be a member.

**29. Related party transactions**

Owing to the nature of the Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. 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 Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

No related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 12.

**30. Agency arrangements**

The academy trust distributes 16-19 bursary funds to students as an agent for ESFA. In the accounting period ending 31 August 2024 the trust received £22,372 (2023 - £23,536) and disbursed £6,504 (2023 - £12,609) from the fund. An amount of £15,868 is included in other creditors relating to undistributed funds that is repayable to ESFA.