

Company Registration Number: 09648936 (England & Wales)

ELM TREE MULTI ACADEMY TRUST

(A Company Limited by Guarantee)

## ANNUAL REPORT AND FINANCIAL STATEMENTS

**FOR THE YEAR ENDED 31 AUGUST 2025**

**ELM TREE MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

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REFERENCE AND ADMINISTRATIVE DETAILS

<b>Members</b>	R Freeth R Pearce D Winter M Swan R Tennant
<b>Trustees</b>	J Cleary R Freeth, Chair of Trustees M Lowdell S Maslowski R Pearce R Matthews (resigned 13 February 2025)
<b>Company registered number</b>	09648936
<b>Company name</b>	Elm Tree Multi Academy Trust
<b>Principal and registered office</b>	Sandy Lane Blackdown Leamington Spa CV32 6RD
<b>Company secretary</b>	Amy Woodward
<b>Senior leadership team</b>	M Lowdell, Chief Executive Officer / Headteacher - North Leamington School M Foy, Deputy Headteacher - North Leamington School H Jones, Deputy Headteacher - North Leamington School A Woodward, Chief Financial Officer M Atkins, Senior Assistant Headteacher - North Leamington School G Jephcote, Senior Assistant Headteacher - North Leamington School J McBride, Senior Assistant Headteacher - North Leamington School S Taylor, Senior Assistant Headteacher - North Leamington School S Powell, Deputy Headteacher - Telford Junior School R Siviter, Headteacher - Telford Junior School
<b>Independent auditor</b>	Cooper Parry Group Limited Statutory Auditor Cubo Birmingham 4th Floor Two Chamberlain Square Birmingham B3 3AX
<b>Bankers</b>	Lloyds Bank 73 The Parade Leamington Spa Warwickshire CV32 4BB
<b>Solicitors</b>	Browne Jacobson Victoria Square House Victoria Square Birmingham B2 4BU

ELM TREE MULTI ACADEMY TRUST  
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TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a Trustees' report and a directors' report under company law.

Elm Tree Multi Academy Trust operates one secondary school (North Leamington) and one junior school (Telford Junior) within the North Leamington Area. North Leamington School has a pupil capacity of 1,500 students (including sixth form) and had a roll of 1,479 in the school census on 2 October 2025. Telford Junior School has a pupil capacity of 360 students and had a roll of 340 in the school census on 2 October 2025.

**Structure, governance and management**

**a. Constitution**

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

The charitable company's Trust deed is the primary governing document of the Academy Trust.

The Trustees of Elm Tree Multi Academy Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as Elm Tree Multi Academy Trust.

The Academy Trust was incorporated on 20 June 2015 and commenced trading as an academy on 1 November 2016.

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.

**b. 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.

**c. Trustees' indemnities**

From 1 November 2016 the Academy Trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK Government funds cover losses that arise. The scheme protects members and Trustees from claims arising from negligent acts, errors or omissions occurring whilst on Academy Trust business. The scheme provides cover up to £10,000,000.

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

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

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

The trust shall have the following Trustees, as set out in its articles of association and funding agreement:

- Member appointed Trustees – up to 6
- Parent Trustees – minimum of 2 (or 2 on each Local Governing Body)
- Co-opted Trustees – no min/max stated
- Chief Executive Officer (CEO)

Member Trustees are appointed by members. Under the articles, the CEO is also member appointed.

Parent Trustees – appointed through election.

Co-opted Trustees – appointed by the existing Trustees.

Trustees are appointed for a 4 year period, except that this time limit does not apply to the CEO. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, consideration will be given to the skills and experience mix of existing Trustees in order to ensure the Board of Trustees has the necessary skills to contribute fully to the Academy Trust's ongoing development. The Board of Trustees participate in a regular skills audits to ensure it retains appropriate skills to undertake its role.

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

The training and induction provided for new Trustees will depend upon their existing experience but will always include a tour of the School and a chance to meet staff and pupils. All Trustees are provided with copies of documents they will need to undertake their role as Trustees. All new Trustees have the opportunity to undertake appropriate induction training and all Trustees receive regular updates and training from the National Governance Association. Other bespoke training is provided, as procured by the School so as to keep the Trustees updated on relevant developments impacting on their roles and responsibilities, and to contribute to the strategic leadership and direction of the Academy Trust.

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

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

**f. Organisational structure**

The Board of Trustees has overall responsibility for the Academy Trust's finances. The main responsibilities of the Board of Trustees are prescribed in the Master Funding Agreement and respective Supplemental Funding Agreements between the Trust and the Department for Education (DfE). These include, but are not limited to setting general policy, adopting an annual improvement plan and budget, approving the annual statutory accounts, monitoring the Academy Trust by the use of budgets and other data, and making the major decisions about the direction of the Academy Trust, capital expenditure and staff appointments.

The Board of Trustees normally meet 6 times each year. The Board of Trustees establishes an overall framework for the governance of the Academy Trust and determines membership, terms of reference and procedures of Committees of the Board of Trustees and other groups. It receives reports including policies from its Committees for ratification. It monitors the activities of the Committees through the minutes of their meetings and through direct reporting from the elected Chair of each Committee. The Board of Trustees may from time to time establish working groups to perform specific tasks over a limited timescale.

There are Committees of the Board of Trustees as follows:

- Resources (inc. Audit)
- Pay
- Local Governing Body for each school

Each Committee has its own terms of reference detailing the responsibilities discharged to it.

The following decisions are reserved to the full Board of Trustees:

- to consider any proposals for changes to the status or constitution of the Academy Trust and its committee structure;
- to appoint or remove the Chair and / or Vice Chair; and
- to appoint the CEO/Headteacher(s).

The Trustees have devolved the day-to-day management of the Academy Trust to the Senior Leadership Teams (SLTs), which are led by the CEO/Headteachers. The SLTs comprise the Chief Executive Officer (CEO), the Chief Financial Officer (CFO), Headteachers, Deputy Headteachers and Senior Assistant Headteachers. The CEO is the Academy Trust's Accounting Officer and has overall responsibility for the day to day financial management of the Academy Trust. The SLTs implement the policies laid down by the Trustees and report back to them on performance.

The Trustees most recently reviewed the Governance structure in July 2024 and continues to do so on a regular basis. The most recent review improved the separation between tiers of governance following the academisation of Telford Junior School. This ensured the structure continues to be fit for purpose for a growing MAT.

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

Structure, governance and management (continued)

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

For the period 1 September 2024 to 31 August 2025 Elm Tree Multi Academy Trust adopted its pay policy based on the recommendations of the School Teachers' Pay and Conditions Document 2024, and the NJC national agreement on Pay & Conditions 1997.

The Trustees consider the Senior Leadership Team (SLT) to comprise the key management personnel of each school in charge of directing and controlling, running and operating the schools on a day to day basis. All Trustees give of their time freely and no Trustee received any remuneration in the current or prior year, other than those Trustees who are also employees of the Academy Trust. Details of Trustees' remuneration and expenses are disclosed in note 13 of the financial statements respectively.

The pay of the SLT is reviewed annually by the Pay Committee in line with the Academy Trust's pay policy and by reference to published pay scales.

**h. Trade union facility time**

**Relevant union officials**

Number of employees who were relevant union officials during the year	3
Full-time equivalent employee number	2.68

**Percentage of time spent on facility time**

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

**Percentage of pay bill spent on facility time** £000

Total cost of facility time	-
Total pay bill	7,618
Percentage of total pay bill spent on facility time	- %

**Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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**i. Related parties and other connected charities and organisations**

There are no related parties or connected organisations which either control or significantly influence the decisions and operations of the Academy Trust.

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

**Objectives and activities**

**a. Objects and aims**

The principal objects of the Academy Trust, as set out in its Articles of Association, are to:

- advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school, offering a broad and balanced curriculum; and
- promote for the benefit of the inhabitants of Leamington Spa and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity, disablement, financial hardship or social and economic circumstances for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

The aims of Elm Tree Multi Academy Trust for the year ended 31 August 2025 are summarised below:

The ambition of Elm Tree Multi Academy Trust is to support all, delivering excellence and enriching the lives of young people. Our academies are places of educational excellence, where all are challenged to succeed in a caring and supportive environment.

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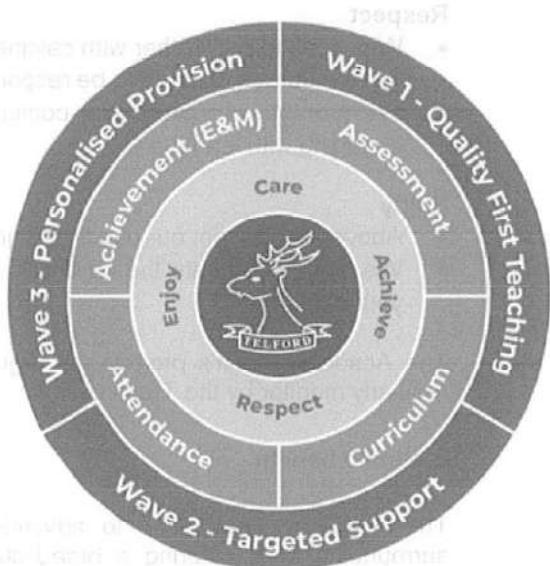
TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

**Objectives and activities (continued)**

**b. Objectives, strategies and activities**

Elm Tree Multi Academy Trust's mission for 2024/25 was to support all, deliver excellence and enrich the lives of young people. The Trust's aim was for all of its academies to be places of educational excellence, where all are challenged to succeed in a caring and supportive environment.

The Academy Trust delegate the setting of individual school priorities to Local Governing Bodies as per the scheme of delegation. The Academy Trust supports quality first teaching as its primary delivery model for high quality outcomes. Both schools provide a universal provision known as 'Wave 1', followed by more bespoke support and intervention as and when required for individual students. The diagrams below demonstrate the similar approach to school provision, alongside each school's individual priority areas for improvement. Both schools have focussed significantly on continual curriculum reform and supporting improving attendance.



School Improvement priorities are underpinned by each school's associated values:

**North Leamington - CORE**

**Commitment**

- All members of the community are committed to self-improvement, working to achieve both individual and collective goals so all are successful.

**Opportunity**

- Individuals can develop their abilities and talents to be successful. The trust wants everyone within the community to be nurtured, challenged, and encouraged to make the most of opportunities.

**Respect**

- Everyone behaves in a respectful and kind way to others. The trust is an inclusive environment where all are valued equally.

**Excellence**

- There is a commitment to excellence in all that is done. There is a culture of high expectations with the expectation that all do well both as individuals and collectively.

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

Objectives and activities (continued)

**Telford Junior - CARE**

**Care**

- We encourage children to work co-operatively, to share their ideas and help one another to be successful.
- We encourage children to be appreciative of others and to be sensitive to others' needs and feelings.
- We aim to nurture kind, thoughtful and tolerant citizens of the future.

**Achieve**

- We encourage children to persevere with activities, to develop resilience and a will to succeed.
- We aim for children to achieve their best and to aspire for future success.
- We nurture expectations of focused learning, to prepare the children for the next stage in their education.

**Respect**

- We speak to each other with calmness, politeness and civility.
- We encourage children to be responsible for what they say and do.
- We promote preparedness; coming to school ready to learn, with the right resources and mindset for engaging with learning.

**Enjoy**

- Above all, we want our pupils to enjoy their time in school and to develop a love of learning.
- We aim to stimulate the children's learning, enabling them to flourish and become confident, independent young people.

The Academy Trust's progress is regularly measured against a clear, strategic, improvement plan which is regularly monitored by the Trustees.

**c. Public benefit**

The Academy Trust aims to advance for the public benefit education in the Leamington Spa and the surrounding area, offering a broad curriculum and an excellent education environment for its pupils. The Academy Trust also allows use of its facilities for recreational and other leisure time occupation for the community at large in the interests of social welfare and with the interest of improving the life of that community.

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy Trust's aims and objectives and in planning its future activities.

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

Strategic report

Achievements and performance

a. Key performance indicators

The Academy Trust continues to evolve and to adapt to the ever-changing educational environment. The Trust is in its 9th year of operation since conversion to an Academy Trust, growing to a two school trust from September 2023.

The Academy Trust is committed to continual improvement, which is achieved in a number of ways, including improvement planning, review meetings, continual professional development, lesson observations, performance management, self-evaluation, data analysis and action planning. The particular academic achievements and performance of the Academy Trust during the year ended 31 August 2025 were as follows:

	Year 11				Year 13		
	%9-5 E&M	%9-4 E&M	Attainment 8	Progress 8	Average Grade	A Level VA	A Level Points per Entry
North Leamington	67%	80%	57.30	N/A	B	0.31	37.4

	Reading		Writing		Mathematics		Combined
	EXS+	GDS	EXS+	GDS	EXS+	GDS	EXS+
Telford Junior	85	47	77	8	83	26	65

The Academy Trust uses a number of benchmarks or performance indicators to evaluate its financial performance and drive budgetary control and monitoring.

A key financial performance indicator for the Trust is the level of reserves held at the balance sheet date and, in particular, the amount of unrestricted reserves plus restricted income reserves at year end. At 31 August 2025, the balance of the unrestricted and restricted income reserves was £1,054,000 (2024: £1,008,000), which is after transfers of £72,000 to the restricted fixed asset fund to fund capital expenditure during the year. Further details on the level of reserves held by the Academy Trust are set out in the Reserves Policy section below.

As the majority of the Academy Trust's funding is based on pupil numbers, pupil numbers is also a key performance indicator. As noted earlier in this report, pupil numbers at the most recent census were 1,479 at North Leamington School which is a reduction of 5 from the previous census. Telford Junior School is also close to capacity with 340 pupils against a capacity of 360 at the most recent census date.

b. Going concern

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

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

**Strategic report (continued)**

**Financial review**

The majority of the Academy Trust's income is received from the Department for Education (DfE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2025 and the associated expenditure of these grants are shown as restricted funds in the Statement of Financial Activities.

The Academy Trust also receives grants for fixed assets from the DfE and other organisations / funders and these are shown as restricted fixed asset funds in the Statement of Financial Activities. The balance of the restricted fixed asset fund is reduced by the depreciation charges on the assets acquired using these funds.

For the year ended 31 August 2025, the Academy Trust's total income (excluding capital grants) was £13,648,000 (2024: 12,168,000) while the total expenditure (excluding depreciation and LGPS FRS102 pension cost charges) was £13,530,000 (2024: £12,629,000), resulting in a net surplus / deficit for the year of £118,000 (2024: £461,000 deficit) before transfers to the restricted fixed asset fund for capital purchases of £72,000 (2024: £33,000).

The net book value of fixed assets at 31 August 2025 is £29,517,000 (2024: 29,975,000), which includes depreciation charges for the period of £638,000 (2024: £639,000). The fixed assets held by the Academy Trust are used exclusively for providing education and associated support services to the pupils of the Trust.

Included within the Academy Trust's balance sheet at year end is a defined benefit pension scheme balance of £Nil (2024: liability of £562,000), which arises from the Local Government Pension Scheme ("LGPS") that is attributable to the Academy Trust. Whilst the actuary's FRS102 valuation report at 31 August 2025 indicated an asset in the scheme of £1,028,000, there is significant judgment needed by the Trustees in assessing whether the surplus should be recognised as a pension asset or whether the surplus should be restricted to some level or in total. In line with the asset ceiling review and calculations provided by the actuary, the pension asset has been reduced to a £Nil balance in the financial statements. Further details regarding the LGPS balance at 31 August 2025 and the basis on which this has been recognised in the financial statements are set out in note 25 to the financial statements.

**a. Reserves policy**

The Trustees review the reserve levels of the Academy Trust annually. This review encompasses the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees also take into consideration the future plans of the Academy Trust, the uncertainty over future income streams and other key risks identified during the risk review.

The Trustees expect to hold contingency reserves from their annual GAG funding or other income awarded to or generated by the Trust. The policy of Elm Tree Multi Academy Trust is to carry forward a prudent level of resources, designed to meet the long-term cyclical needs of renewal and any other unforeseen contingencies.

In deciding the level of reserves, Trustees will take into account the following:

- one month salary bill (approx. £883,000)
- the Academy Trust's annual budget
- the need for any large project spend such as facilities development or building condition needs
- any uncertainty, turbulence or expected reduction in funding arrangements, including the level of transitional protection within the school funding and its expiry date
- anticipated funding over the next three years

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

The Academy Trust's current level of reserves at 31 August 2025 is £1,054,000 (2024: £1,008,000). The value of the restricted fixed asset fund at 31 August 2025 is £30,116,000 (2024: £29,975,000), which is represented by the fixed assets that are used exclusively for providing education and associated support services to the pupils of the Trust plus any carried forward capital funding. These funds can only be realised by disposing of the associated tangible fixed assets.

The pension reserve fund has a balance at 31 August 2025 of £Nil, which represents the balance in the LGPS at the balance sheet date. As detailed earlier in this report, whilst the actuary's FRS102 valuation report at 31 August 2025 indicated an asset in the scheme of £1,028,000, the pension asset has been reduced to a £Nil balance in the financial statements. The effect of this asset position is that the Academy Trust may be required to make reduced pension contributions over the next 3 year funding period with the effect being that the surplus is ultimately repaid over the next 20 year period. These reduced pension contributions will continue to be funded from the Trust's annual recurring income. In the event that the LGPS moves in an overall deficit position in the future, the Trustees have noted however that the Government has provided a guarantee that in the event of an Academy closure, any outstanding LGPS liabilities would be met by the Department for Education.

**b. Investment policy**

The current policy is to hold reserves as liquid cash funds.

**c. Principal risks and uncertainties**

The principal risks and uncertainties identified through our risk register include the following priorities:

- Future reduction in GAG (or other) funding
- Inability to recruit and retain pupils in KS2 leading to not meeting financial targets
- Inability to attract and retain personnel (staff and governors) which results in loss of expertise and reliance on expensive supply cover
- Staff absence impacting the quality of education and provision.

**Fundraising**

The Trustees recognise the increasing need to raise additional funds to support tightening Government funding, and the need to conform to recognised regulations whilst doing so. Funds are mainly raised using the following methods:

- Voluntary contributions requested to support the cost of trips and visits

Elm Tree Multi Academy Trust does not work with any commercial participants or professional fundraisers.

**Plans for future periods**

The ambition of Elm Tree Multi Academy Trust continues to be to support all, deliver excellence and enrich the lives of young people. Our academies are places of educational excellence, where all are challenged to succeed in a caring and supportive environment.

The trust has ambitions to grow further to continue to support families and children in the local area. Plans are for steady and sensible growth to ensure capacity is available to manage conversions and effectively support school(s) joining the trust.

The Academy Trust has been successful in a Capital Improvement Fund (CIF) application and is therefore currently managing a building project funding to improvement classroom environments at the Telford Junior School site by replacing two old temporary structures.

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TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025

**Plans for future periods (continued)**

The Academy Trust is in conversation to create a Specialist Resource Provision located at the North Leamington School site to help meet the growing demand for specialist places in the area. It is hoped that this will open during 2026.

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

The academy and its Trustees do not act as the custodian Trustees of any other charity.

The Academy does however hold Post 16 Bursary Funds on behalf of the DfE, which are distributed to students as required and in line with the terms and conditions of the funds.

**Disclosure of information to auditor**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 18 December 2025 and signed on its behalf by:



R Freeth  
Chair of Trustees

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ELM TREE MULTI ACADEMY TRUST  
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GOVERNANCE STATEMENT

**Scope of responsibility**

As Trustees, we acknowledge we have overall responsibility for ensuring that Elm Tree Multi Academy 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 Guide.

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer (CEO), 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 Elm Tree Multi Academy 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 6 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
J Cleary	6	6
R Freeth, Chair of Trustees	6	6
M Lowdell	6	6
S Maslowski	5	6
R Matthews	3	4
R Pearce	6	6

The Board of Trustees reviewed the Trust's governance structure during the year to evaluate its impact and effectiveness. The Board of Trustees has a wide range of skills that contribute to the successful governance of the Trust and are satisfied that the current structure in place is appropriate and effective for the Trust.

As well as the Board of Trustees meeting six times during the year, they have maintained effective financial oversight and governance through the formal work undertaken by the Resources Committee as detailed further below. This is a sub-Committee of the Board of Trustees and it met 5 times during the year. The minutes of this sub-Committee's meetings are provided to the full Board of Trustees and the Chairs of these sub-Committees report to each full Board of Trustee meeting on the key matters considered at their meetings and the impact for consideration by the full Board of Trustees.

**Conflicts of Interest**

The Academy Trust has a Conflicts of Interest policy in place, which is reviewed annually and is updated where applicable by management and taken to the Resources Committee for approval. This policy is communicated to all Members, Trustees, and employees of the Academy Trust at the start of each academic year.

In line with the policy, all Members, Trustees, and senior leadership team employees are required to complete a declaration of any business or pecuniary interests on an annual basis or, in the case of individuals taking up these roles during the year, at the point of taking up their role. A register of interests is then maintained by the Academy Trust, which is reviewed at the start of each Board of Trustee meeting and also provided to Academy Trust's finance team for monitoring in relation to any transactions with any organisations in which interests have been declared. Any transactions with organisations in which any interests have been declared are reported to the Board of Trustees in advance of the transactions, so that formal approval can be provided by the Board where the transaction is considered appropriate and formal notification to the DFE can then be made, including where relevant, seeking pre-approval.

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GOVERNANCE STATEMENT (CONTINUED)

**Governance (continued)**

The Resources Committee's purpose is to provide oversight, guidance and assistance to the Board of Trustees on all matters related to finance, resources, premises and Health & Safety of the Academy Trust. This committee also acts as the Academy Trust's Audit Committee, where its purpose is to maintain an oversight of the Trust's governance, risk management, internal control and value for money framework.

Attendance during the year at meetings of the Resources Committee were as follows:

Trustee	Meetings attended	Out of a possible
J Cleary	5	5
R Freeth	5	5
R Kerr	4	5
M Lowdell	5	5
R Matthews	1	2
S Owen	5	5
R Pearce	5	5
S Pendleton	0	3
E Semple	4	5

**Review of value for money**

As Accounting Officer, the Chief Executive Officer has responsibility for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

The Accounting Officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the academy trust has delivered improved value for money during the year by:

- Ensuring regular reviews and improvements to the Financial Regulations Manual. This creates improved robustness of internal financial controls and greater accountability for individual budget holders to manage expenditure in line with budgets.
- Undertaking a full and detailed review of the curriculum and associated staffing requirement in order to ensure the staff resource is appropriate.
- Regular reviews of staff structure to ensure it is fit for purpose and jobs are scaled appropriately.
- Regularly reviewing facilities contracts to ensure suppliers are competitive and the appropriate mix of preventative vs reactive maintenance is in place ensuring the trust's estate is safe, well-maintained and complies with regulations
- Completing full competitive tender processes where appropriate to ensure suppliers are competitive and provide best value
- Seeking additional funding opportunities and grants to maximise staff training, international opportunities, music facilities and careers education
- Increased investment in technologically advanced systems to streamline workload and reduce the need for manual processes.

## ELM TREE MULTI ACADEMY TRUST

(A Company Limited by Guarantee)

### GOVERNANCE STATEMENT (CONTINUED)

#### The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Elm Tree Multi Academy Trust for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

#### Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Academy Trust's significant risks that has been in place for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

#### The risk and control framework

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

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

The Board of Trustees has considered the need for a specific internal audit function and has agreed to buy-in an internal audit service from Schools' Choice

During the year September 2024 to August 2025, the role of Schools' Choice has been to review agreed targeted areas, scrutinising and evaluating policies and procedures and recommending areas for improvement. In particular, thorough checks were carried out in the period on:

- Risk Management
- Business Continuity Planning (including Lockdown)
- Cyber Security

Any control issues highlighted are being resolved. Following each review, the internal auditor reports to the Board of Trustees, through the Resources Committee, on the operation of the systems of control and on the discharge of the board of trustee's financial responsibilities. On an annual basis, Schools' Choice prepare a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

## ELM TREE MULTI ACADEMY TRUST

(A Company Limited by Guarantee)

### GOVERNANCE STATEMENT (CONTINUED)

#### Review of effectiveness

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

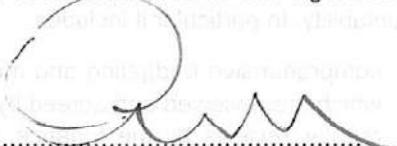
- the work of the internal auditor;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework;
- the school resource management self-assessment tool; and
- the work of the external auditor.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit and Risk 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 on 18 December 2025 and signed on their behalf by:



R Freeth  
Chair of Trustees

M Lowdell  
Accounting Officer

ELM TREE MULTI ACADEMY TRUST  
(A Company Limited by Guarantee)

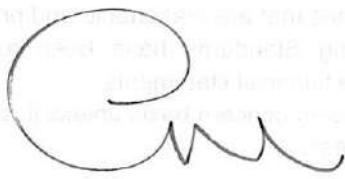
STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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

**M Lowdell**  
Accounting Officer  
Date: 18 December 2025



ELM TREE MULTI ACADEMY TRUST  
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES  
FOR THE YEAR ENDED 31 AUGUST 2025

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 Department for Education, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 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:



R Freeth  
Chair of Trustees

Date: 18 December 2025

**ELM TREE MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ELM  
TREE MULTI ACADEMY TRUST**

**Opinion**

We have audited the financial statements of Elm Tree Multi Academy Trust (the 'Academy Trust') for the year ended 31 August 2025 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 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 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

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

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the 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 Academy 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.

**ELM TREE MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ELM  
TREE MULTI ACADEMY TRUST (CONTINUED)**

**Other information**

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

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

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

**Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters 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 Academy 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 Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy Trust or to cease operations, or have no realistic alternative but to do so.

**ELM TREE MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ELM  
TREE MULTI ACADEMY TRUST (CONTINUED)**

**Auditor's responsibilities for the audit of the financial statements**

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

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 assessment focused on key laws and regulations the Academy Trust has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, the Academy Trust Handbook 2024, the Academies Accounts Direction 2024 to 2025, taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities, including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Academy Trust and how the Academy Trust is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Academy Trust's control environment and how the Academy Trust has applied relevant control procedures, through discussions with Trustees and other management and by reviewing the reports on the internal scrutiny work commissioned by the trust in relation to the year and by performing walkthrough testing over key areas;
- obtaining an understanding of the Academy Trust's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

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

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 Auditor's Report.

ELM TREE MULTI ACADEMY TRUST

(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ELM  
TREE MULTI ACADEMY TRUST (CONTINUED)

**Use of our report**

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



**Glen Bott FCA (Senior Statutory Auditor)**

for and on behalf of

**Cooper Parry Group Limited**

Statutory Auditor

Cubo Birmingham

4th Floor

Two Chamberlain Square

Birmingham

B3 3AX

Date: 18 December 2025

**ELM TREE MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ELM TREE  
MULTI ACADEMY TRUST AND THE SECRETARY OF STATE FOR EDUCATION**

In accordance with the terms of our engagement letter dated 22nd September 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Elm Tree Multi Academy Trust during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

**Respective responsibilities of Elm Tree Multi Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Elm Tree Multi Academy Trust's funding agreement with the Secretary of State for Education dated 14 October 2016 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

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

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

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

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

The work undertaken to draw our conclusions included:

- Reviewing the internal control policies and procedures implemented by the Academy Trust and evaluating their design and effectiveness to understand how the Academy Trust has complied with the framework of authorities, including reviewing the reports on the internal scrutiny work commissioned by the Academy Trust in relation to the year;
- Reviewing the minutes of meetings of the Trustees, relevant sub-committees and other evidence made available to us, relevant to our consideration of regularity;

ELM TREE MULTI ACADEMY TRUST  
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ELM TREE  
MULTI ACADEMY TRUST AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)

- Enquiries of the Accounting Officer, including reviewing the work undertaken by the Accounting Officer in relation to their Statement on Regularity, Propriety and Compliance; and
- Detailed testing of the income and expenditure of the Academy Trust based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit of the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

**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 2024 to 31 August 2025 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Cooper Parry Group Ltd.*

Reporting Accountant  
**Cooper Parry Group Limited**

Date: 18 December 2025

ELM TREE MULTI ACADEMY TRUST

(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
<b>Income from:</b>						
Donations and capital grants	3	18	-	707	725	7,561
Other trading activities	5	197	-	-	197	241
Investments	6	19	-	-	19	-
Charitable activities		-	13,414	-	13,414	11,903
<b>Total income</b>		<b>234</b>	<b>13,414</b>	<b>707</b>	<b>14,355</b>	<b>19,705</b>
<b>Expenditure on:</b>						
Charitable activities	8	87	13,328	638	14,053	13,178
<b>Total expenditure</b>		<b>87</b>	<b>13,328</b>	<b>638</b>	<b>14,053</b>	<b>13,178</b>
<b>Net (expenditure) /income</b>		<b>147</b>	<b>86</b>	<b>69</b>	<b>302</b>	<b>6,527</b>
Transfers of funds and conversion	18	(101)	29	72	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>46</b>	<b>115</b>	<b>141</b>	<b>302</b>	<b>6,527</b>
<b>Other recognised gains/(losses):</b>						
Actuarial gains on defined benefit pension schemes	25	-	447	-	447	216
<b>Net movement in funds</b>		<b>46</b>	<b>562</b>	<b>141</b>	<b>749</b>	<b>6,743</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		1,008	(562)	29,975	30,421	23,678
Net movement in funds		46	562	141	749	6,743
<b>Total funds carried forward</b>		<b>1,054</b>	<b>-</b>	<b>30,116</b>	<b>31,170</b>	<b>30,421</b>

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

The notes on pages 28 to 54 form part of these financial statements.

**ELM TREE MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 09648936**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2025**

				2025	2024
				£000	£000
<b>Fixed assets</b>					
Tangible assets		15		29,517	29,975
<b>Current assets</b>					
Debtors		16	802	280	
Cash at bank and in hand		22	1,083	1,107	
				1,885	1,387
<b>Current liabilities</b>					
Creditors: amounts due within one year		17	(232)	(379)	
<b>Net current assets</b>				1,653	1,008
<b>Total assets less current liabilities</b>				31,170	30,983
Defined benefit pension scheme asset / liability		25	-	(562)	
<b>Total net assets</b>				31,170	30,421
<b>Funds of the Academy Trust</b>					
<b>Restricted funds:</b>					
Fixed asset funds		18	30,116	29,975	
Pension reserve		18	-	(562)	
<b>Total restricted funds</b>		18		30,116	29,413
Unrestricted income funds		18		1,054	1,008
<b>Total funds</b>				31,170	30,421

The financial statements on pages 25 to 54 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



R Freeth  
Chair of Trustees

Date: 18 December 2025

The notes on pages 28 to 54 form part of these financial statements.

**ELM TREE MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

	Note	2025 £000	2024 £000
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	20	(551)	(368)
<b>Cash flows from investing activities</b>			
Change in cash and cash equivalents in the year	21	527	(60)
<b>Change in cash and cash equivalents in the year</b>		(24)	(428)
Cash and cash equivalents at the beginning of the year		1,107	1,535
<b>Cash and cash equivalents at the end of the year</b>	22, 23	<u>1,083</u>	<u>1,107</u>

The notes on pages 28 to 54 form part of these financial statements

These financial statements have been prepared in accordance with the accounting policies and practices adopted by the Group. The Group's financial statements are prepared in accordance with the requirements of the Companies Act 2006 and the relevant accounting standards issued by the International Accounting Standards Board and adopted by the Group. The Group's financial statements have been prepared in accordance with the requirements of the Education (Financial Reporting) Regulations 2024.

amount £k

ELM TREE MULTI ACADEMY TRUST  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025

**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the Academy 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 2024 to 2025 issued by DfE, the Charities Act 2011 and the Companies Act 2006.

**1.2 Going concern**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy 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 Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

**1.3 Income**

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

**• Grants**

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 Academy Trust has provided the goods or services.

ELM TREE MULTI ACADEMY TRUST  
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025

1. Accounting policies (continued)

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.

• Charitable activities

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

1.5 Interest receivable

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

1.6 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

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

1.7 Tangible fixed assets

Assets costing £10,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025

**1. Accounting policies (continued)**

**1.7 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

Long-term leasehold land	- Over 125 years
Long-term leasehold property	- Over 50 years
Computer equipment	- Over 3-10 years

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.

The long-term leasehold property includes the land and buildings of Telford Junior School that was transferred to the Academy Trust on its conversion in the prior year. The Academy Trust now occupies these land and buildings under a 125 year lease arrangement with Warwickshire County Council. In the absence of available valuations from the DfE, the value of these land and buildings, as included in the financial statements, are based on a Trustees' valuation at the date of conversion. The valuation requires significant judgement on the part of the Trustees as there is no market for the properties and therefore the valuation has been made based on a review of the construction data and the publicly available benchmark information on rebuild costs of comparable schools, taking into account the ageing and condition of the site.

**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 Academy Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025

1. Accounting policies (continued)

1.11 Financial instruments

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

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.12 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

1.13 Pensions

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

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

# ELM TREE MULTI ACADEMY TRUST

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## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

### 1. Accounting policies (continued)

#### 1.13 Pensions (continued)

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

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

Where the present value of the defined benefit obligations at the Balance Sheet date is less than the fair value of scheme assets at that date, the scheme has a surplus. The scheme surplus is recognised as a defined benefit plan asset by the Academy Trust only to the extent that the Academy Trust is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme.

#### 1.14 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025

**2. Critical accounting estimates and areas of judgement**

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

**Critical accounting estimates and assumptions:**

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The depreciation rates used to determine the charge for the year have been determined based on the Trustees' estimate of the useful economic life of the academy trust's assets or the length of the long term lease agreements that the property is held under. To assist in their estimation of useful economic lives, the Trustees have reviewed the depreciation rates utilised by other academy trusts.

**Critical areas of judgement:**

The classification of expenditure between restricted and unrestricted funds is considered a critical area of judgement as certain expenditure can be applied to both funds. Where this is the case and the amounts in question are considered material, the expenditure is apportioned to both funding streams on an appropriate basis.

To the extent that there is a surplus in the Local Government Pension Scheme at the Balance Sheet date, there is significant judgment needed in assessing whether the surplus should be recognised as a pension asset or whether the surplus should be restricted to some level or in total. This assessment will need to consider whether the Academy Trust, as the employer, has an unconditional right to a refund of the surplus in the scheme and whether there is an economic accounting benefit available to the Academy Trust as a contribution reduction, which will also include assessing whether a minimum funding requirement for future service and/or past service exists in the scheme. The impact of these assessments, on the extent to which the scheme surplus has been recognised as a pension asset at the Balance Sheet date, are set out in note 25.

The Academy Trust obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy Trust to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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

	Unrestricted funds		Restricted funds		Restricted fixed asset funds		Total funds 2025 £000	Total funds 2024 £000
	2025	2025 £000	2025	2025 £000	2025	2025 £000		
<b>Donations</b>	18	18	-	-	-	-	18	25
<b>Transfer on conversion</b>	-	-	-	-	-	-	-	7,498
<b>Grants</b>	-	-	-	-	707	707	707	38
<b>Total 2024</b>	<b>25</b>	<b>(140)</b>	<b>7,676</b>	<b>7,561</b>				

For the year ended 31 August 2024, the Trust received £7,561 from the following sources:

£25 from donations, £140 from grants received from the Department for Education, £7,498 from transfers on conversion and £38 from grants received from the Department for Education.

For the year ended 31 August 2024, the Trust received £7,561 from the following sources:

£25 from donations, £140 from grants received from the Department for Education, £7,498 from transfers on conversion and £38 from grants received from the Department for Education.

For the year ended 31 August 2024, the Trust received £7,561 from the following sources:

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**4. Funding for the Academy's educational operations**

		Restricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
<b>Educational operations</b>				
<b>DfE grants</b>				
General annual grant		9,095	9,095	8,597
Other DfE/ESFA grants				
16-19 core education funding		1,372	1,372	1,134
Pupil Premium		301	301	343
Teacher pay grant		156	156	155
Teacher pension grant		281	281	105
Mainstream School Additional Grant		-	-	300
Core School Budget		331	331	-
Other DfE Group grants		207	207	128
		<hr/> 11,743	<hr/> 11,743	<hr/> 10,762
<b>Other Government grants</b>				
Special educational projects		614	614	393
Other local authority grants		92	92	48
		<hr/> 706	<hr/> 706	<hr/> 441
<b>Other income from the Academy's educational operations</b>				
Other Income from educational operations		965	965	700
		<hr/> 965	<hr/> 965	<hr/> 700
		<hr/> 13,414	<hr/> 13,414	<hr/> 11,903
		<hr/> 13,414	<hr/> 13,414	<hr/> 11,903
		<hr/> 11,903	<hr/> 11,903	<hr/> 11,903
<b>Total 2024</b>				

ELM TREE MULTI ACADEMY TRUST

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025

5. Income from other trading activities

		Unrestricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Other income	28	28	28	72
Lettings income	161	161	161	153
Catering income	8	8	8	16
	<hr/>	<hr/>	<hr/>	<hr/>
	197	197	197	241
	<hr/>	<hr/>	<hr/>	<hr/>

6. Investment income

		Unrestricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Deposit account interest	19	19	19	-
	<hr/>	<hr/>	<hr/>	<hr/>

7. Expenditure

		Staff Costs 2025 £000	Premises 2025 £000	Other 2025 £000	Total 2025 £000	Total 2024 £000
Academies educational operations:						
Direct costs	8,555	-	933	9,488	8,706	
Allocated support costs	2,022	1,672	871	4,565	4,471	
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	
Total 2025	10,577	1,672	1,804	14,053	13,177	
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	
Total 2024	9,884	1,667	1,626	13,177		
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	

THE ELM TREE MULTI ACADEMY TRUST  
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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025

8. Analysis of expenditure on charitable activities

Summary by fund type

		Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total 2025 £000	Total 2024 £000
Educational operations		87	13,966	14,053	13,178
<b>Total 2024</b>		<b>49</b>	<b>13,129</b>	<b>13,178</b>	

9. Analysis of expenditure by activities

	Activities undertaken directly 2025 £000	Support costs 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Educational operations	9,488	4,565	14,053	13,177
<b>Total 2024</b>	<b>8,706</b>	<b>4,471</b>	<b>13,177</b>	

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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

**Analysis of support costs**

		<b>Educational operations</b>	<b>Total funds</b>	<b>Total funds</b>
		<b>2025</b>	<b>2025</b>	<b>2024</b>
		<b>£000</b>	<b>£000</b>	<b>£000</b>
	Pension FRS102 net interest cost	25	25	42
	Staff costs	2,022	2,022	1,868
	Depreciation	638	638	639
	Technology costs	144	144	159
	Staff development	44	44	43
	Recruitment and support	19	19	25
	Maintenance of premises and equipment	346	346	320
	Cleaning	264	264	245
	Energy costs	321	321	354
	Insurance	45	45	109
	Security and transport	9	9	22
	Catering	491	491	438
	Other support costs	103	103	109
	Non-educational contracts	-	-	13
	Auditor's remuneration	20	20	17
	Legal and professional	69	69	64
	Donations	5	5	4
	<b>Total 2025</b>	<b>4,565</b>	<b>4,565</b>	<b>4,471</b>

**10. Net income**

Net income for the year includes:

	<b>2025</b>	<b>2024</b>
	<b>£000</b>	<b>£000</b>
Operating lease rentals	32	19
Depreciation of tangible fixed assets	638	639
Fees paid to auditor for:		
- audit	16	15
- other services	4	4

**ELM TREE MULTI ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**11. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

	2025 £000	2024 £000
Wages and salaries	7,618	7,190
Social security costs	877	737
Pension costs	1,927	1,683
	<hr/>	<hr/>
	10,422	9,610
Agency staff costs	155	274
	<hr/>	<hr/>
	10,577	9,884
	<hr/>	<hr/>

**b. Staff numbers**

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

	2025 No.	2024 No.
Teachers	103	104
Administration	109	104
Management	10	10
	<hr/>	<hr/>
	222	218
	<hr/>	<hr/>

**c. Higher paid staff**

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

	2025 No.	2024 No.
In the band £60,001 - £70,000	10	2
In the band £70,001 - £80,000	5	6
In the band £80,001 - £90,000	2	1
In the band £110,001 - £120,000	-	1
In the band £120,001 - £130,000	1	-
	<hr/>	<hr/>

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025

11. Staff (continued)

d. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £1,112,455 (2024 - £1,043,821 ).

12. Central services

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

- Leadership and administrative support
- Audit fees
- Estates and Facilities Management Support
- HR advice and processing
- Payroll processing, checking and reconciliation
- Finance processing and management support
- Audit and assurance
- Governance costs
- Compliance assurance
- Staff and governor training
- Website design and development support

The Academy Trust charges for these services on the following basis:

It is the policy of the Trust to charge 5% of total General Annual Grant. However, in the prior year, being the first year of account consolidation, North Leamington School was charged less than this as many of the costs incurred for providing central services remained within the school's expenditure.

The actual amounts charged during the year were as follows:

	2025 £000	2024 £000
North Leamington School	442	177
Telford Junior School	81	76
<b>Total</b>	<b>523</b>	<b>253</b>

13. Trustees' remuneration and expenses

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

	2025 £000	2024 £000
M J Lowdell	Remuneration	120 - 125
	Pension contributions paid	30 - 35

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**13. Trustees' remuneration and expenses (continued)**

During the year ended 31 August 2025, expenses totalling £598 were reimbursed or paid directly to 1 Trustee (2024 - £508 to 1 Trustee). These expenses related to travel costs and reimbursement for expenditure incurred on behalf of the school.

**14. Trustees' and Officers' insurance**

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

**15. Tangible fixed assets**

	Long-term leasehold property £000	Computer equipment £000	Total £000
<b>Cost or valuation</b>			
At 1 September 2024	32,928	904	33,832
Additions	120	60	180
Disposals	(103)	(103)	(103)
At 31 August 2025	33,048	861	33,909
<b>Depreciation</b>			
At 1 September 2024	3,148	709	3,857
Charge for the year	527	111	638
On disposals	-	(103)	(103)
At 31 August 2025	3,675	717	4,392
<b>Net book value</b>			
At 31 August 2025	29,373	144	29,517
At 31 August 2024	29,780	195	29,975

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**16. Debtors**

	2025 £000	2024 £000
<b>Due within one year</b>		
Trade debtors	-	11
Other debtors	10	46
Prepayments and accrued income	792	223
	<hr/>	<hr/>
	802	280
	<hr/>	<hr/>

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

	2025 £000	2024 £000
Trade creditors	16	115
Accruals and deferred income	216	264
	<hr/>	<hr/>
	232	379
	<hr/>	<hr/>

Deferred income at the balance sheet date is represented by school trip funding and lettings received in advance which relate to activities that will be undertaken during the year ending 31 August 2026.

	2025 £000	2024 £000
Deferred income at 1 September	139	24
Resources deferred during the year	33	115
Amounts released from previous periods	(139)	(24)
	<hr/>	<hr/>
<b>Deferred income at 31 August</b>	<b>33</b>	<b>115</b>
	<hr/>	<hr/>

**ELM TREE MULTI ACADEMY TRUST**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**18. Statement of funds**

	<b>Balance at 1 September</b>	<b>Income £000</b>	<b>Expenditure £000</b>	<b>Transfers in/out £000</b>	<b>Gains/ (Losses) £000</b>	<b>Balance at 31 August 2025 £000</b>
<b>Unrestricted funds</b>						
Designated funds						
Capital contingency fund	314	-	-	-	-	314
<b>General funds</b>						
General Fund	694	234	(87)	(101)	-	740
<b>Total Unrestricted funds</b>	<b>1,008</b>	<b>234</b>	<b>(87)</b>	<b>(101)</b>	<b>-</b>	<b>1,054</b>
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	10,467	(10,496)	29	-	-
Pupil premium	-	301	(301)	-	-	-
Core school budget	-	331	(331)	-	-	-
Teacher pay/pension grant	-	437	(437)	-	-	-
Other DfE grants	-	207	(207)	-	-	-
Local authority funding	-	706	(706)	-	-	-
Other income	-	965	(965)	-	-	-
Pension reserve	(562)	-	115	-	447	-
	<b>(562)</b>	<b>13,414</b>	<b>(13,328)</b>	<b>29</b>	<b>447</b>	<b>-</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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

	Balance at 1 September 2024 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2025 £000
<b>Restricted fixed asset funds</b>						
Tangible fixed assets	29,975	-	(638)	180	-	29,517
Devolved Formula Capital	-	39	-	(39)	-	-
Capital Improvement Funding	-	668	-	(69)	-	599
	<hr/> 29,975	<hr/> 707	<hr/> (638)	<hr/> 72	<hr/> -	<hr/> 30,116
<b>Total Restricted funds</b>	<hr/> 29,413	<hr/> 14,121	<hr/> (13,966)	<hr/> 101	<hr/> 447	<hr/> 30,116
<b>Total funds</b>	<hr/> 30,421	<hr/> 14,355	<hr/> (14,053)	<hr/> -	<hr/> 447	<hr/> 31,170

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

The Capital contingency designated fund is to support the schools requirements for a high specification facility, intended for future high cost expenditure. Part of this fund has been used for capital additions this year and this is represented by the transfer to the restricted fixed asset fund.

The General Annual Grant (GAG) has been provided by the DfE in order to fund the normal running costs of the Academy.

Other DfE/ESFA grants include further grants from the DfE/ESFA including Teacher Pay grants, Teachers' Pension grants and Pupil Premium.

The local authority funding relates to the income received and expenditure on educating pupils with special educational needs that is funded by the local authority.

The Pension reserve represents the Local Government Pension Scheme deficit.

Restricted fixed asset funds represent the investment in fixed assets, net of accumulated depreciation, and includes the value of fixed assets transferred to the Academy Trust on conversion of the School within the Academy Trust, together with any capital expenditure funded from restricted or unrestricted funds. Unspent capital grants and capital income are also held in this fund and their use is restricted to the capital projects for which the grant awarded.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2025.

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

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
<b>Unrestricted funds</b>						
Designated funds						
Capital contingency fund	314	-	-	-	-	314
<b>General funds</b>						
General Fund	1,156	266	(49)	(679)	-	694
<b>Total Unrestricted funds</b>	<b>1,470</b>	<b>266</b>	<b>(49)</b>	<b>(679)</b>	<b>-</b>	<b>1,008</b>
<b>Restricted general funds</b>						
General Annual Grant (GAG)	32	9,731	(10,409)	646	-	-
Pupil premium	-	343	(343)	-	-	-
Teacher pay/pension grant	-	260	(260)	-	-	-
Other DfE/ESFA grants	-	368	(368)	-	-	-
Local authority funding	-	441	(441)	-	-	-
Other income	-	700	(700)	-	-	-
Recovery Premium	-	59	(59)	-	-	-
Pension reserve	(729)	(139)	90	-	216	(562)
	<b>(697)</b>	<b>11,763</b>	<b>(12,490)</b>	<b>646</b>	<b>216</b>	<b>(562)</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

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

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
<b>Restricted fixed asset funds</b>						
Transferred on conversion	22,905	7,638	(639)	71	-	29,975
Devolved Formula Capital	-	38	-	(38)	-	-
	<hr/> 22,905	<hr/> 7,676	<hr/> (639)	<hr/> 33	<hr/> -	<hr/> 29,975
<b>Total Restricted funds</b>	<hr/> 22,208	<hr/> 19,439	<hr/> (13,129)	<hr/> 679	<hr/> 216	<hr/> 29,413
<b>Total funds</b>	<hr/> 23,678	<hr/> 19,705	<hr/> (13,178)	<hr/> -	<hr/> 216	<hr/> 30,421

**Total funds analysis by academy**

Fund balances at 31 August 2025 were allocated as follows:

	2025 £000	2024 £000
North Leamington School	1,021	1,052
Telford Junior School	(18)	(44)
Central	51	-
<b>Total before fixed asset funds and pension reserve</b>	<hr/> 1,054	<hr/> 1,008
Restricted fixed asset fund	30,116	29,975
Pension reserve	-	(562)
<b>Total</b>	<hr/> 31,170	<hr/> 30,421

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## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

18. Statement of funds (continued)

During the year, Telford Junior School reported an in year deficit position which has led to an end of year negative reserves balance. The Trust has implemented a comprehensive recovery plan to address this, including a detailed review of business functions, restructuring of operational areas, and the introduction of strengthened financial monitoring processes. These actions are designed to ensure long-term sustainability, improve efficiency, and return the school to a balanced financial position. The Trust will continue to closely oversee progress and make further interventions where necessary to support full recovery.

### Total cost analysis by academy

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

Academy Trust	Teaching and educational support		Other staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2025 £000	Total 2024 £000
	Other staff costs £000	Other support staff costs £000						
North								
Leamington School	6,925	1,704			953	1,423	11,005	10,492
Telford Junior School	1,434	122			133	296	1,985	1,884
Central	40	196			3	161	400	253
Academy Trust	8,399	2,022			1,089	1,880	13,390	12,629

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

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

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000
Tangible fixed assets	-	-	29,517	29,517
Current assets	1,054	232	599	1,885
Creditors due within one year	-	(232)	-	(232)
<b>Total</b>	<b>1,054</b>	<b>-</b>	<b>30,116</b>	<b>31,170</b>

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

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	-	-	29,975	29,975
Current assets	1,008	379	-	1,387
Creditors due within one year	-	(379)	-	(379)
Provisions for liabilities and charges	-	(562)	-	(562)
<b>Total</b>	<b>1,008</b>	<b>(562)</b>	<b>29,975</b>	<b>30,421</b>

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

	2025 £000	2024 £000
Net income for the year (as per Statement of Financial Activities)	302	6,527
<hr/>		
<b>Adjustments for:</b>		
Depreciation	638	639
Capital grants from DfE and other capital income	(707)	(38)
Defined benefit pension scheme obligation inherited	-	139
Defined benefit pension scheme cost less contributions payable	(141)	(132)
Defined benefit pension scheme finance cost	25	42
Increase in debtors	(522)	(91)
(Decrease)/Increase in creditors	(146)	158
Assets transferred on conversion	-	(7,612)
<b>Net cash used in operating activities</b>	<b>(551)</b>	<b>(368)</b>
<hr/>		

**21. Cash flows from investing activities**

	2025 £000	2024 £000
Purchase of tangible assets	(180)	(98)
Capital grants from DfE Group	707	38
<b>Net cash provided by/(used in) investing activities</b>	<b>527</b>	<b>(60)</b>
<hr/>		

**22. Analysis of cash and cash equivalents**

	2025 £000	2024 £000
Cash in hand and at bank	1,083	1,107
<b>At 31 August 2025</b>	<b>1,083</b>	<b>1,107</b>
<hr/>		

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

	At 1 September 2024 £000	Cash flows August 2025 £000	At 31 August 2025 £000
Cash at bank and in hand	1,107	(24)	1,083

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NOTES TO THE FINANCIAL STATEMENTS  
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24. Capital commitments

	2025	2024
	£'000	£'000
<b>Contracted for but not provided in these financial statements</b>		
Acquisition of tangible fixed assets in relation to CIF projects	561	-

25. Pension commitments

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Warwickshire 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.

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

**Teachers' Pension Scheme**

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

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

**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) from 1 April 2024 (contribution rate to 31 March 2024 of 23.68% as set by the 31 March 2019 valuation)
- 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 2027.

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25. Pension commitments (continued)

The employer's pension costs paid to TPS in the year amounted to £1,526,500 (2024 - £1,270,000).

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

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

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £633,000 (2024 - £686,000), of which employer's contributions totalled £511,000 (2024 - £554,000) and employees' contributions totalled £122,000 (2024 - £132,000). The agreed contribution rates for future years are 15.8 per cent for employers and a range of 5.5 to 7.5 per cent for employees.

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

**Principal actuarial assumptions**

	2025	2024
	%	%
Rate of increase in salaries	3.70	3.65
Rate of increase for pensions in payment/inflation	2.70	2.65
Discount rate for scheme liabilities	6.05	5.00

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

	2025	2024
	Years	Years
Retiring today		
Males	20.10	19.80
Females	23.90	23.80
Retiring in 20 years		
Males	21.20	21.00
Females	25.90	25.90

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**25. Pension commitments (continued)**

**Sensitivity analysis**

**Impact on value of scheme liabilities as reported:**

	2025 £000	2024 £000
Mortality assumption - 1 year increase	227	253
Discount rate -0.1%	122	144
Salary increase rate +0.1%	4	5
CPI rate +0.1%	122	142

**Share of scheme assets**

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

	At 31 August 2025 £000	At 31 August 2024 £000
Equities	3,085	2,822
Corporate bonds	2,213	1,728
Property	1,274	1,152
Cash and other liquid assets	134	58
<b>Total market value of assets</b>	<b>6,706</b>	<b>5,760</b>

The actual return on scheme assets was £403,000 (2024 - £436,000).

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

	2025 £000	2024 £000
Current service cost	(371)	(422)
Interest income	301	261
Interest cost	(326)	(303)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(396)</b>	<b>(464)</b>

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## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

### 25. Pension commitments (continued)

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

	2025 £000	2024 £000
<b>At 1 September</b>	6,322	5,112
Conversion of academy trusts	-	475
Current service cost	371	422
Interest cost	326	303
Employee contributions	122	132
Actuarial gains	(1,373)	(41)
Benefits paid	(90)	(81)
<b>At 31 August</b>	<b>5,678</b>	<b>6,322</b>

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

	2025 £000	2024 £000
<b>At 1 September</b>	5,760	4,383
Conversion of academy trusts	-	336
Interest income	301	261
Actuarial (losses)/gains	(926)	175
Employer contributions	511	554
Employee contributions	122	132
Effects of non-routine settlements	(90)	(81)
<b>At 31 August</b>	<b>5,678</b>	<b>5,760</b>

Included within Actuarial losses on plan assets of £926k is £1,028k in respect of the restriction determined by the asset ceiling calculations of the LGPS actuarial valuation. The total value of the assets recorded under the "Share of scheme assets" has not been decreased in respect of the asset ceiling restrictions and represents the rolled forward calculated fair value at 31 August 2025.

### 26. Operating lease commitments

At 31 August 2025 the Academy Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £000	2024 £000
Not later than 1 year	29	32
Later than 1 year and not later than 5 years	43	72
<b>Total</b>	<b>72</b>	<b>104</b>

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**27. Members' liability**

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/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.

**28. Related party transactions**

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

No related party transactions took place in the period of account, other than certain governors' remuneration and expenses already disclosed in note 13.

In the Prior year, Browne Jacobson LLP were a related party as a result of Member, Trustee and Chair of Trustees, Richard Freeth, being a partner of the LLP up until June 2024. During the prior year, Elm Tree Multi Academy Trust paid £8,399 to Browne Jacobson LLP for legal and professional services. These purchases were in accordance with the academy's financial regulations and procurement procedures and the requirements of the Academy Trust Handbook.

**29. Post balance sheet events**

The Trustees confirm that there were no significant post balance sheet events affecting the Academy Trust that require disclosure in the financial statements. All material events up to the approval date have been reviewed and considered.

**30. Agency arrangements**

The academy trust distributes 16-19 bursary funds to students as an agent for DfE. In the accounting period ending 31 August 2025 the academy trust received £4,491 (2024: £11,733), disbursed £2,652 (2024: £5,593) and repaid £Nil (2024: £Nil) from the fund. An amount of £18,259 (2024: £24,398) is included in other creditors relating to undistributed funds that is repayable to the DfE.