

**Company Registration Number: 07690414** (England & Wales)

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**CONTENTS**

---

	Page
<b>Reference and Administrative Details</b>	1 - 2
<b>Trustees' Report</b>	3
<b>Statement of Trustees' Responsibilities</b>	22
<b>Independent Auditors' Report on the Financial Statements</b>	23 - 26
<b>Independent Reporting Accountant's Report on Regularity</b>	27 - 28
<b>Statement of Financial Activities Incorporating Income and Expenditure Account</b>	29 - 30
<b>Balance Sheet</b>	31 - 32
<b>Statement of Cash Flows</b>	33
<b>Notes to the Financial Statements</b>	34 - 66

## HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)

### REFERENCE AND ADMINISTRATIVE DETAILS

---

<b>Members</b>	T Sinden (Chair) S Price B Unwin M Walters MBE N Lechmere
<b>Trustees</b>	M Stow, Accounting Officer & Chief Executive Officer, Headteacher Hanley Castle High School T Sinden (Chair) K Taylor S Adeney P Saunders G Black S McDermott (Vice Chair) K Walker G White
<b>Company registered number</b>	07690414
<b>Company name</b>	Hanley and Upton Educational Trust
<b>Principal and registered office</b>	Church End Hanley Castle Worcester Worcestershire WR8 0BL
<b>Company secretary</b>	M Snape
<b>Accounting Officer</b>	M Stow
<b>Senior leadership team</b>	M Stow, Accounting Officer & Chief Executive Officer HUET, Headteacher Hanley Castle High School E Wilkins, Chief Financial Officer HUET, Business & Finance Director Hanley Castle High School A Pratley, Headteacher, Hanley Swan, St Gabriel's with St Mary's Church of England Primary B Baynes, Headteacher, Kempsey Primary School M Smith, Headteacher (Part Time), Welland Primary School (Resigned July 2025) G Williams, Headteacher (Part Time), Welland Primary School
<b>Independent auditors</b>	Bishop Fleming Audit Limited Chartered Accountants Statutory Auditors 1-3 College Yard Worcester WR1 2LB
<b>Bankers</b>	Lloyds TSB Commercial 1st Floor 4 The Cross Worcester WR1 3PY

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025**

---

<b>Solicitors</b>	Stone King LLP 13 Queen Square Bath BA1 2HJ
-------------------	--

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025**

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

The Trust operates 3 primary academies and 1 secondary academy for pupils aged 4 to 19 in Upton upon Severn and the surrounding area. The trust had a roll of 1,702 in the school census on 1 October 2024.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust.

The Trustees of Hanley and Upton Educational Trust are also the Directors of the charitable company for the purposes of company law. The charitable company is known as the Hanley and Upton Educational Trust.

Details of the Trustees who served throughout the year, except as noted, are included in the Reference and Administrative Details on page 1.

#### **Trustees' liability**

Each Trustee 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 Trustee, or within one year after he/she ceases to be a Trustee, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a Trustee.

#### **Trade union facility time**

Relevant union officials

Number of employees who were relevant union officials during the year	1
Full time equivalent employee number	1

#### **Percentage of time spent on facility time**

<b>Percentage of time</b>	<b>Number of employees</b>
0%	1
1% 50%	-
51% 99%	-
100%	-

#### **Percentage of pay bill spent on facility time**

	£
Total cost of facility time	-
Total pay bill	-
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	-%
---	----

#### **Trustees' Indemnities**

The HUET 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.

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

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

---

#### **TRUSTEES**

##### **Method of Recruitment and Appointment or Election of Trustees**

The Academy Trust shall have the following Members and Trustees as set out in its Articles of Association and funding agreement:

##### **Members**

- 1 Member appointed by the Diocesan Board of Education
- The Chair of the Trustees
- 3 Members appointed according to the Articles of Association

##### **Trustees**

- 6 Trustees appointed by the Members
- 2 Trustees appointed by the Diocesan Board of Education
- The Chief Executive Officer

Trustees are appointed for a four-year period, except that this time limit does not apply to the Chief Executive Officer. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be reappointed or re-elected. When appointing new Trustees, Members will consider the skills and experience mix of existing Trustees in order to ensure that the board has the necessary skills to contribute fully to the Trust's development.

##### **Policies and Procedures Adopted for the Induction and Training of Trustees**

The Trust has a recruitment, induction and training procedure which is followed for every new appointment, whether Member or Trustee. The training and induction provided will depend upon their existing experience but should include attendance at an induction course, the provision of an induction handbook, a tour of the schools within the Academy Trust and a chance to meet staff and pupils. All Members and Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their respective roles. Advantage may also be taken of specific courses offered by the Local Authority (LA) and other bodies.

##### **Organisational Structure**

The Board of Trustees normally meets a minimum of four times per annum. The Board establishes an overall framework for the governance of the Trust and determines membership, terms of reference and procedures for committees, lead Trustees and other groups. It receives reports including policies for ratification. It monitors the activities of the committees and lead Trustees through the minutes of their meetings and reports. The Board may from time to time establish working groups to perform specific tasks over a limited timescale.

There are three committees as follows:

**Audit Committee** - this meets a minimum of twice a year and is responsible for examining and reviewing the risk management process and agreeing a programme of work to address these risks, undertaking a programme of internal audit, ensuring due compliance with public accountability, recommending the appointment of the external auditors, and receiving the report of the auditors and ensuring any recommendations are actioned.

**Staffing and Performance Committee** - meets twice a year to assist the Board in fulfilling its responsibilities for the implementation of both its Pay and Performance Management Policies. It will monitor throughout the year and formally review annually the overall performance of staff and make recommendations to the Board in respect of pay awards to staff. With the External Adviser, it will monitor throughout the year and formally review annually the performance of the Chief Executive Officer, the Chief Financial Officer and headteachers, as a result of which it will make recommendations to the Board in respect of their pay awards based on judgements of their overall performance and success in meeting the objectives set.

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

---

**Academy Standards Committee** - each academy has an Academy Standards Committee or ASC, whose responsibilities are laid out in the scheme of delegation.

Additional committees to those mentioned above may be convened as appropriate.

The areas of responsibility for Members, Trustees, and ASCs are delineated in the scheme of delegation.

The following decisions are the responsibility of Members: amendments to the Articles of Association; the appointment of new Members or removal of current ones; the appointment and removal of Trustees; the appointment of the Trust's auditors by special resolution; the direction of the Trustees to take a specific action; and the power to change the name of the Charitable Company and, ultimately, wind up the Academy Trust.

The Board of Trustees has three core governance functions: to ensure clarity of vision, ethos, and strategic direction; to hold executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff; and overseeing the financial performance of the HUET and ensuring its funds are well spent.

As both Charity Trustees and Directors of the Academy Trust, Trustees must ensure compliance with the HUET's charity objectives and with company and charity law. As such, the Board of Trustees is accountable to the Secretary of State for the Trust's adherence to its funding agreement. It is also accountable to the Diocesan Board of Education for any church schools within the HUET.

As set out in the scheme of delegation, responsibility for the day-to-day management of each academy is normally devolved to the headteacher and senior leadership team, with responsibility for strategic governance and other matters devolved to the ASC. The HUET Trustees ensure that their oversight of internally delegated responsibilities and their understanding of and ability to deliver against external responsibilities meets all requirements.

The Chief Executive Officer is the Accounting Officer.

**Arrangements for Setting Pay and Remuneration of Key Management Personnel**

The Trustees consider that the Board of Trustees and the senior leadership team comprise the key management personnel of the academy in charge of directing and controlling, running, and operating the Trust on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year for their role as a Trustee.

Details of Trustees' expenses and related party transactions are disclosed in the notes to the accounts.

The pay of key management personnel is reviewed annually and normally increased in accordance with the pay policy of the HUET when affordability issues are also taken into consideration.

**Connected Organisations, including Related Party Relationships**

Hanley Castle has a Supplemental Agreement with the Hanley Castle Foundation Trust for the land on which the school buildings are built. The Hanley Castle High School Foundation Trust is a related party as it is the owner of the school's land and buildings. The Foundation Trust nominates one of its Trustees to also be a Member of the Hanley Castle High School ASC. Hanley Castle High School occupies the land at no cost for the shorter of the duration of the Funding Agreement or two years notice from the beneficial owners on the condition that education remains open to all potential students living in the catchment.

There are no related parties which either control or significantly influence the decisions and operations of the Hanley and Upton Educational Trust.

Hanley Swan has a Church Supplemental Agreement with the Board of Education of the Diocese of Worcester for the land on which the school buildings are built.

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

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

---

#### **OBJECTIVES AND ACTIVITIES**

##### **Objects and Aims**

The principal object and activity of the HUET remains unchanged - to advance, for the public benefit, education in the United Kingdom, in particular by further improving schools, offering a high-quality educational provision through a broad and balanced curriculum for all of its pupils and students, irrespective of ability and aptitude.

The trust operates Hanley Castle High School, Hanley Swan St Gabriel's with St Mary's Church of England Primary School, Kempsey Primary School, and Welland Primary School to provide free education and care for all students of all abilities between the ages of 4 and 19.

Our vision for all schools is: unlocking potential and inspiring minds.

We aim to be the Trust of choice, working in partnership with the families in our area. As a community of distinctive schools, we are united by our common purpose to create a school culture in which every individual feels valued, respected, and encouraged to make a positive contribution to the world.

Our ambition is that our children and young people:

- Belong to a happy, safe and caring community where equality, diversity, and service are celebrated.
- Aspire for excellence. Regardless of background and prior learning experiences, all are encouraged to fully develop their talents and abilities within and beyond our rich curriculum.
- Achieve their full potential and leave the care of the partnership with the skills and personal qualities required to understand the world, contribute to society, and change it for the better.

How we work:

Anchor Institution	We are proud to serve our unique local communities. Working with families and local organisations, we nurture our children and young people to become responsible citizens. We are committed to our inclusive approach to education, and to working in an environmentally sustainable way.
Aligned Autonomy	We celebrate each school's unique context and work together to build our collective professional knowledge and agree core principles, which underpin our Trustees' and leaders' decision making.
Always Learning	We are an outward-facing group of schools that take an evidence-informed approach to education. We know learning isn't just for children and young people; we are driven by our professional curiosity and desire to continuously improve.
Professional Family	We value our strong relationships built on trust, care, respect, and open communication. These enable our children, young people, and staff to truly thrive.








##### **Objectives, Strategies and Activities**

The HUET Development plan 2024-26 has milestones mapped across a two-year period. The first review period in March 2025 concluded that good progress was made towards all objectives.






**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

Strand	Big Move	Milestone 1 (March 25)
Skilled Leadership 	<i>Align leadership around the Trust vision and establish systems across the trust to deliver the culture of continuous improvement.</i>	Peer review process is established in the HUET to provide each school with annual opportunities to evaluate areas of school life. School Development Plans align to broader HUET strategic objectives.
Great Teaching 	<i>Establish a consistent T&amp;L 'toolkit' and shared language for teaching, which underpins practice across the HUET.</i>	The teaching and learning strategies codified into the handbook at HCHS since June 2023 are refined into a toolkit from which all teachers across all phases can use.
Rigorously Academic 	<i>Establish consistent curriculum aims and intents (inc. early years and cross phase ambitions) for staff, students, and parents, with resources curated to support delivery.</i>	Planning for a language-rich environment in the Early Years Foundation Stage, where every child develops strong communication skills, is developed across HUET schools. Training and development for key staff is planned ready for implementation.
Exceptional Culture 	<i>Embed approaches to character education for children, which in combination with strong school systems, fosters excellent attendance and behaviour in HUET schools.</i>	Understanding of the theory of character education is developed with key staff through leadership forums. New attendance policies and procedures are implemented across the HUET.
Stronger Together 	<i>Forge increasingly positive working relationships with and between core stakeholders to drive improvement.</i>	The Scheme of Delegation is rewritten to ensure that governance can be effective at all levels. Each school explores mechanisms to improve parental engagement and shares good practice.
Finance 	<i>Build financial capacity through a comprehensive ICFP &amp; efficiency assessment of the Trust.</i>	Curriculum financial planning completed for HUET schools and efficiencies in school staffing structures and pupil numbers considered where opportunities arise.
People 	<i>Introduce new Performance Development process &amp; Talent ID and management process to build capacity for improvement.</i>	Performance Development process launched and running in HUET schools. Talent identification process initiated with Heads at leadership forum.

## HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)

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

Technology 	<i>Migrate to a New MIS and use improved data sharing to better understand school needs and strengths and inform focus areas for improvement.</i>	Data migration process and 'onboarding' completed for the new Management Information System.
Growth 	<i>Build the HUET brand identity and share the story, to set the foundations for expanding the local hub to provide education for 3000 students.</i>	Marketing working group draws ideas from stakeholders to develop new websites. Links continue to be established with local Trusts and potential partner secondary schools in Worcestershire and surrounding counties.
Estates 	<i>Develop a strategy which includes a systematic approach to sustainably maintaining and improving the HUET estate.</i>	Introduce a new computer aided facilities management system (CAFM) to support effective monitoring of compliance, asset and lifecycle management, incident management and reporting, including Health and Safety.

In addition, each school had its own individual development priorities for 2024-25. Details of these priorities and progress towards them are available from each school.

#### Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commission's 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.

The HUET aims to advance for the public benefit education in Hanley Castle, Hanley Swan, Kempsey and Welland and the surrounding area, offering a broad and balanced curriculum to students of all abilities.

The HUET provides 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 the said community.

As a Multi-Academy Trust with sponsor school status we have a duty to support other schools. We support these schools, especially our feeder primary schools, through use of our premises and specialist skills including secondments where appropriate.

## STRATEGIC REPORT

### Achievements and Performance 2024-25

Following two inspections in 2025, all HUET schools remain 'good' under the 2019 Ofsted education inspection framework.

**Primary Results:** Performance in EYFS GLD measures and Phonics Screening continue to be above average. HUET schools exceeded national averages in Reading, Writing, and Maths (RWM) expected standards (73% vs. 61% nationally). FSM pupils showed marked improvement (62% met expected RWM vs. 38% in 2024).

**GCSE Results:** HCHS GCSE outcomes remain above national averages in key attainment measures. 74.3% achieved grade 4+ (vs. 70.5% nationally), and Attainment 8 score was over 48 (vs. 46.3 national). Maths outcomes improved significantly following targeted intervention.

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**A Level Results:** Hanley Castle High School maintained strong A Level outcomes. 57% achieved A\*-B (vs. 55% nationally), and 99.6% achieved A\*-E. Psychology, PE, and History performed significantly above national thresholds. Progress is expected to be at least in line with 2024.

**Primary Schools**

**Early Years Foundation Stage – Good Level of Development (GLD)**

Group name	DfE Target (2028)	2022/2023	2023/2024	2024/2025	National 2024
Hanley Swan	76.60%	82.4%	87.5%	77.8%	66.70%
Kempsey Primary	76.60%	74.4%	70.9%	71.2%	66.70%
Welland Primary	76.60%	77.8%	83.3%	75.0%	66.70%
HUET	76.60%	76.9%	76.4%	73.3%	66.70%

**Year 1 Phonics Screening Check**

Group name	2022/2023	2023/2024	2024/2025	National 2024
Hanley Swan	75.0%	82.4%	<b>86.7%</b>	80%
Kempsey Primary	84.0%	85.4%	<b>85.2%</b>	80%
Welland Primary	84.6%	86.7%	<b>94.7%</b>	80%
HUET	82.6%	84.9%	<b>87.5%</b>	80%

**KS2**

			No.	LA	West Mids	National	All HUET
<b>Met expected RWM</b>	<b>All</b>	<b>2025</b>	<b>84</b>	<b>58%</b>	<b>60%</b>	<b>61%</b>	<b>73%</b>
	<b>All</b>	2024	84	57%	59%	60%	67%
	<b>All</b>	2023	91	57%	59%	60%	56%
	<b>FSM</b>	<b>2025</b>	<b>24</b>	<b>38%</b>	<b>49%</b>	<b>47%</b>	<b>62%</b>
	<b>FSM</b>	2024	17	40%	47%	45%	38%
	<b>FSM</b>	2023	19	35%	45%	44%	27%

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**KS4**

Threshold		<b>2023</b>	<b>2024</b>	<b>2025</b>
Grade 7+	<b>HCHS</b>	22.2%	20.6%	<b>19.3%</b>
	<i>National</i>		22.6	23.0
Grade 4+	<b>HCHS</b>	75.9%	75.9%	<b>74.3%</b>
	<i>National</i>		70.4	70.5
5+ grade 4+ (En Ma)	<b>HCHS</b>	72.2%	70.7%	<b>69.2%</b>
	<i>National</i>			
EBacc 4+	<b>HCHS</b>	26.6%	38.9%	<b>31.3%</b>
	<i>National</i>		23.2%	
Attainment8	<b>HCHS</b>	50.41	50.92	<b>48.0</b>
	<i>National</i>		46.3	
English 4+	<b>HCHS</b>	88.2%	85.6%	<b>79%</b>
	<i>National</i>	71.6%	71.2%	70.6%
Maths 4+	<b>HCHS</b>	78.1%	77.8%	<b>77.5%</b>
	<i>National</i>	72.3%	72.0%	71.9%

**KS5**

Threshold		<b>2019</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
A*-A	<b>HCHS</b>	13%	28%	28%	<b>24%</b>
	<i>National</i>	25.5%	27%	28%	28%
A*-B	<b>HCHS</b>	36%	54%	60%	<b>57%</b>
	<i>National</i>	53.5%	53.5%	54%	55%
A*-C	<b>HCHS</b>	73%	77%	85%	<b>81%</b>
	<i>National</i>	76%	76%	76%	78%
A*-E	<b>HCHS</b>	98%	98%	100%	<b>99.6%</b>
	<i>National</i>	98%	97%	97%	97.5%
Avg point score	<b>HCHS</b>	31.3	35.9	38	<b>37</b>
	<i>National</i>	33.8			
AAB facilitating	<b>HCHS</b>	7%	19%	18%	<b>9%</b>
	<i>National</i>	15.8			

**Personal development and welfare**

Safeguarding is an overarching priority for the HUET and all four of its schools. Regular training for Members, Trustees, ASC members and staff is compulsory, and the pace of change in this area has made training sessions and follow-up essential to ensure that knowledge is kept up to date through accredited sessions.

Attendance levels at the schools, although lower than pre-pandemic levels, continue to be above average. The HUET attendance and safeguarding officer has engaged with the new DfE Attendance Hubs to continue to support the attendance of all students, but particularly those who are persistently absent or severely absent from school.

In addition, in HUET schools:

- Pupils enjoy lessons, engage actively with their learning and are enthusiastic and keen to learn.
- Children feel safe and know how to keep themselves safe, physically, and online.
- The schools' curriculums and wider work are effective in supporting pupils to be confident, resilient, and increasingly independent members of their communities and wider society.

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

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

#### **Governance**

The trust continues to show strong governance through:

- A broad range of skills, knowledge and expertise evident at all levels.
- The experienced HUET board supporting a well-qualified chair, providing strong strategic oversight, challenge, and support.

The DfE conducted a Financial Management and Governance Review of the HUET in May 2025 and were satisfied with compliance against the Academy Trust Handbook.

#### **Leadership and Management**

The HUET executive and school leadership continue to demonstrate proactive leadership by:

- Steering positive progress on the Trust development agenda, building upon the vision, with clear objectives set until the end of July 2026
- Showing a deep commitment to driving continuous improvement - in each individual school and for the HUET as a whole.
- Ensuring that safeguarding across the HUET is highly effective with a strong culture of vigilance and active promotion of pupil welfare.
- Collating wide-ranging stakeholder feedback demonstrating consistently strong ratings compared to other schools in parent/student and staff evaluation.
- Reviewing and redeveloping governance structures including a new Scheme of Delegation.
- An audit cycle is in place to ensure consistency and identify any areas for development.
- Embedding a new approach to performance management which aligns with the latest School Teachers' Review Body's (STRB) recommendations.
- Improving the HUET's financial position throughout the year, with prudent allocation of resources.
- Driving innovation with a new cloud-based MIS and CaFM systems in place.
- Ensuring that resources are managed efficiently and effectively to facilitate improvements in staffing levels, facilities, and accommodation to benefit children in all key stages.

#### **Key Performance Indicators**

The main financial performance indicator is the level of reserves held at the Balance Sheet date, which excluding fixed assets was £1,050k or 8.3% of revenue income as at August 2025. This together with £6,041k restricted fixed asset funds leaves net assets as at 31 August 2025 of £7,091k.

As funding is based on pupil numbers this is also a key performance indicator. Pupil numbers as at October 2024 were 1,702.

Another key financial performance indicator is staffing costs as a percentage of income. For 2025 this was 81.0%, which compared favourably to budget of 82.9%

<b>KPIs for the year</b>	<b>Budget</b>	<b>Actual</b>
In year revenue Deficit/Surplus	-£160k	£73k
Reserves excluding fixed assets as at 31 <sup>st</sup> August	£743k	£1,050k
Reserves excluding fixed assets as a % of income	6.3%	8.3%
Pupil numbers – October 24		
Primary		606
Secondary		1,096
Total		1,702
Staff costs as a percentage of income	82.9%	81.0%

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

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

---

#### **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, it continues to adopt the going concern basis in preparing the financial statements.

#### **FINANCIAL REVIEW**

##### **Financial Review**

Most of the Trust's income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the period ended 31 August 2025 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Trust also receives grants for fixed assets from the DfE, and they are shown in the Statement of Financial Activities as restricted income in the Fixed Asset Funds. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Trust's accounting policies.

During the year ended 31 August 2025, excluding the impact of fixed assets the Trust reported an in-year surplus of £73k after transfer to capital with all individual schools maintaining positive reserves as at 31st August 2025.

The balance sheet presents a reduction in Local Government Pension Scheme (LGPS) pension deficit of £288k to £0k due to the combined impact of the actuarial changes, contributions into the scheme and other factors. At 31 August 2025 there is an unrecognised surplus of £1,587k (31 August 2024 recognised deficit £288K), as the Trust does not expect to recover the plan surplus either through reduced contributions in the future or through refunds from the plan.

Restricted Fixed Asset Fund income in the year of £73k included the annual devolved formulae allocation together with a grant to install EV chargers at the high school. The expenditure within fixed assets of £259k included the annual depreciation charge of £253k and assets written off in the year at Hanley Castle and Hanley Swan of £6k.

The transfer from revenue of £96k was utilised to support IT investment including new laptops for all teaching staff across the trust and new laptops for students at both Hanley Swan and Welland.

The total movement in funds in the year was £272k (- £89k fixed assets, £288k pension reserve and £73k general funds). Together with the brought forward funds from the previous financial year of £6,818k this resulted in carried forward funds of £7,090k of which £6,219k is restricted (£6,040k fixed assets, £0k pension and £179k general) and £871k is unrestricted.

At 31 August 2025 the net book value of fixed assets was £6,002k and movements in tangible fixed assets are shown in note 14 to the financial statements. All assets purchased were used exclusively for providing education and the associated support services to the pupils of the Academy Trust.

Key financial policies adopted or reviewed during the year include the Finance Policy and Procedures which lays out the framework for financial management, including financial responsibilities of the HUET Board, ASC's, headteachers, Chief Financial Officer, budget holders and other staff, as well as delegated authority for spending.

The Trustees bought in an internal audit service from Duncan and Toplis to undertake a programme of internal scrutiny on financial controls during the year ended 31 August 2025.

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

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

---

#### **Reserves Policy**

The Trustees review the reserve levels of the HUET annually and this review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the HUET, the uncertainty over future income streams and other key risks identified during the risk review. The free reserves at year end of £1,050k or 8.3% of income is in line with the targeted reserves and are held for future expenditure, for example one-off building and maintenance work and to bridge the gap to Fairer Funding. The fixed asset reserves of £6,040k were invested in fixed assets.

#### **Investment Policy**

All funds surplus to immediate requirements are invested to optimal effect when appropriate. On a regular basis this is achieved by transferring surplus funds to overnight deposit. Where cash flow allows, sums in excess of £50k may be invested on deposit for extended periods. Trustees are committed to ensuring that all funds under their control are managed in such a way as to maximise return whilst minimising risk. Any cash not required for operating expenses is placed on deposit at the most favourable rate available from providers covered by the Financial Services Compensation Scheme. Day to day management of the surplus funds is delegated to the Chief Executive Officer as Accounting Officer and Chief Financial Officer within strict guidelines approved by the Board of Trustees.

#### **Principal Risks and Uncertainties**

The Board of Trustees has reviewed the major risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

The principal risks and uncertainties facing the HUET are as follows:

**Financial** - the HUET has considerable reliance on continued government funding and pupil recruitment to support the ongoing success of the Trust. Whilst the level of Government funding is expected to continue there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

**Failures in governance and/or management** - the risk in this area arises from potential failure to effectively manage the HUET's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

**Reputational** - the success of the HUET is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that student success and achievement are closely monitored and any impact from the risks associated with the development of the Trust are minimised.

**Safeguarding and child protection** - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety and discipline.

**Staffing** - the success of the HUET is reliant on the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning. The Trustees are aware of the potential pressures on staff due to ongoing funding and capacity issues and as a result work with the senior leadership teams to monitor any impact on staff.

**Fraud and mismanagement of funds** - the HUET has commissioned a 3rd party to undertake an annual programme of checks on financial systems and records as required by the Academy Trust Handbook. All finance staff receive training to keep them up to date with financial procedures and develop their skills in this area.



**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)****TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025**

---

The HUET has agreed a Risk Management Strategy, a Risk Register, and a Risk Management Plan. These have been discussed by Trustees and include the financial risks to the HUET. The register and plan are constantly reviewed and updated by committees in light of any new information and formally reviewed at each board meeting by the HUET Board.

The Trustees examine financial health formally four times a year, reviewing performance against budget and overall expenditure by means of regular update reports at all meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

**FUNDRAISING**

The Academy Trust does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

**PLANS FOR FUTURE PERIODS**

The Hanley and Upton Educational Trust will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all ages and stages, continue to aim to attract high quality teachers and support staff in order to deliver its objectives and continue to work with partner schools to improve the educational opportunities for students in the wider community. The HUET will continue to seek opportunities to strengthen its links legally and formally with partner schools to improve further the quality of educational provision for all children from the age of 4 to 19 within the schools involved, whilst retaining the distinctive character of each. This includes respecting and preserving the Christian ethos of Diocesan primary schools and the commitment of all schools to the spiritual, moral, and cultural development of its students.

The HUET will seek to build closer links with other local schools, particularly those within the Upton Pyramid, to improve further the quality of educational provision for all children in our area.

The HUET will play a role in system improvement and works collaboratively with other Trusts in the Worcestershire System Partnership group.

In addition, the HUET will continue to develop the scope of its work in initial teacher training in partnership with the University of Worcester.



**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**Trust priorities for 2024-26**

<b>Educational priorities</b>	<b>Improvement Priority</b>
Skilled Leadership	<i>Align leadership around the Trust vision and establish systems across the trust to deliver the culture of continuous improvement.</i>
Great Teaching	<i>Establish a consistent T&amp;L 'toolkit' and shared language for teaching, which underpins practice across the HUET.</i>
Rigorously Academic	<i>Establish consistent curriculum aims and intents (inc. early years and cross phase ambitions) for staff, students and parents, with resources curated to support delivery.</i>
Exceptional Culture	<i>Embed approaches to character education for children, which in combination with strong school systems, foster excellent attendance and behaviour in HUET schools.</i>
Stronger Together	<i>Forge increasingly positive working relationships with and between core stakeholders to drive improvement.</i>
<b>Trust System Priorities</b>	<b>Improvement Priority</b>
Finance	<i>Build financial capacity through a comprehensive ICFP &amp; efficiency assessment of the Trust.</i>
People	<i>Introduce new Performance Development process &amp; Talent ID and management process to build capacity for improvement.</i>
Technology	<i>Migrate to a new MIS and use improved data sharing to better understand schools' needs and strengths and inform focus areas for improvement.</i>
Growth	<i>Build the HUET brand, identify and share the story, to set the foundations for expanding the local hub to provide education for 3000 students.</i>
Estates	<i>Develop a strategy which includes a systematic approach to sustainably maintaining and improving the HUET estate.</i>
<b>Underpinned by...</b>	
Inclusive approach for SEND	<i>Teachers in HUET schools make their classrooms inclusive and they do this because they see education of <u>every child</u> as their responsibility. They receive practical support and help that makes it easier for them to fulfil this responsibility. This support is clear and respectful of the context in which they work. This starts with the basics – leadership that makes schools calm, safe places in which there is room to think, and decisions aren't made in response to crisis. High quality adaptive teaching is complemented by skilled deployment of additional adult support and small group/individual interventions where appropriate. For all but those with the most complex needs, children and young people with SEND are supported to access the full curriculum in lessons.</i>
Overcoming disadvantage	<i>In HUET schools all policies, events and improvement strategies are viewed through the lens of disadvantage – how will our children and young people from under-resourced backgrounds be affected? What can we do to level the playing field?</i>

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

---

**FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS**

The HUET and its Trustees do not act as the custodian Trustees of any other charity with the exception of those Trustees who are Trustees of the Hanley Castle High School Foundation Trust.

**DISCLOSURE OF INFORMATION TO AUDITORS**

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware; and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

**AUDITORS**

The auditors, Bishop Fleming Audit Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at the HUET AGM in January 2026.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 4 December 2025 and signed on its behalf by:

*T Sinden*

Tim Sinden

**Mr T Sinden**  
Chair of Trustees

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

### **GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025**

---

#### **SCOPE OF RESPONSIBILITY**

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Chief Executive Officer of the Hanley and Upton Educational Trust 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 the HUET and the Secretary of State for Education. The CEO is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

#### **GOVERNANCE**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' responsibilities. The Board of Trustees has formally met 4 times during the year.

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

Trustee	Meetings attended	Out of Possible
M Stow – Accounting Officer and CEO	4	4
T Sinden – Chair	3	4
K Taylor	2	4
G Black	4	4
S Adeney	3	4
P Saunders	2	4
G White	4	4
K Walker	4	4
S McDermott – Vice Chair	3	4

Sarah McDermott was appointed as Vice Chair of the trust in July 2025. The Board of Trustees has continued to focus its activities on the three core governance functions:

- It has ensured that the clarity of vision, ethos and strategic direction as documented for the HUET underpin all its discussions and decision making.
- It has held executive leaders to account for the educational performance of the organisation and its pupils through detailed assessment of the high quality descriptive and data driven reports provided by the CEO and headteachers, and for the performance management of staff through the responsibilities delegated to the pay and performance committee.
- Through review of the equally high-quality financial reports provided by the CFO, it has overseen the financial performance of the HUET and ensured, in extremely challenging financial times, that its funds have continued to be well spent.

#### **Governance Review**

The quality of governance remained a central part of the HUET SEF and in self-evaluation procedures using the Ofsted framework. The outcomes of this self-evaluation are also recorded in each academy's SEF.

Trustees and Academy Standards Committees continued to provide appropriate challenge and support regarding senior leadership, teaching and learning and outcomes. Trustees were assured that the Trust's financial position remained stable with contingency plans in place for the anticipated failure to increase

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

### **GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025**

income against unavoidable expenditure. Resources were seen to have been managed effectively and efficiently to facilitate improvement in staffing levels, facilities, and accommodation to benefit all student groups. Trustees' own expertise, experience and knowledge of the Trust and its schools ensured they remain well placed to shape its direction and policies, identify strategic priorities, and to monitor and evaluate actions taken by the leadership of each of the schools within the Trust. It is an important governance objective to ensure that Members are appropriately informed to undertake their high-level role, and they have been receiving briefing on the HUET's academic performance and other achievements against objectives.

The HUET Audit Committee is a subcommittee of the main Board of Trustees. Its purpose is to assist the Board of Trustees in fulfilling its responsibilities with reference to financial reporting, internal control, risk management and external audit.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of Possible
K Taylor	1	2
P Saunders - Chair	2	2
G Black	2	2
S McDermott	1	1
E Wilkins – CFO – in attendance	2	2

### **REVIEW OF VALUE FOR MONEY**

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

The Accounting Officer considers how the HUET'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 HUET has delivered improved value for money during the year by:

- Delivering an in-year surplus for the year of £73k despite financial challenges in the sector.
- Maintaining reserves of £1,050k as of 31st August 2025 which is equivalent to 8.3% of income and therefore in line with the reserves policy.
- Maintaining strict control over staff costs. The number of staff has remained fairly static over the last five years whereas pupil numbers continue to rise.
- Strong cash management and investment generated £43k in interest for the trust.
- Tender process for outsourcing cleaning completed successfully.
- No significant issues arising from external audit or internal audit work carried out during the year.
- Maintaining tight control over financial position of the trust during the year.
- Investment in teacher laptops across the trust.
- Continued investment in IT across the trust.

### **THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of HUET 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 Hanley and Upton Educational Trust for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

### **GOVERNANCE STATEMENT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025**

---

#### **CAPACITY TO HANDLE RISK**

The Board of Trustees has reviewed the key risks to which the HUET is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating, and managing the HUET's significant risks that has been in place for the year 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 HUET'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. 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.
- Setting targets to measure financial and other performance.
- Clearly defined purchasing (asset purchase or capital investment) guidelines.
- Delegation of authority and segregation of duties.
- Identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has appointed Duncan and Toplis as Responsible Officer (RO) for the year ended 31 August 2025.

The reviewer's role includes giving advice on financial matters and performing a range of checks on the HUET's financial systems. The checks carried out in the current period included:

- Compliance
- Expenditure and Payroll
- Credit card review
- Bank and petty cash
- Budgets and financial monitoring
- Fixed Assets
- Income

On a regular basis, the reviewer reports to the Board of Trustees through the Audit Committee on the operation of the systems of control and on the discharge of the Trustees' financial responsibilities.

There were no significant issues identified as part of the Responsible Officer's review. On an annual basis the RO reports to the audit committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

During the year, the trust was randomly selected by the Department for Education as part of their programme of assurance to review the financial management and governance of the trust. The DfE found the trust to be fully compliant with the Academy Trust Handbook in all areas reviewed and there were no mandatory requirements as a result of the audit.

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT (CONTINUED)  
FOR THE YEAR ENDED 31 AUGUST 2025**

---

**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 reviewer.
- The work of the external auditors.
- The financial management and governance self-assessment process.
- The work of the executive managers within the HUET who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Audit Committee and a plan to ensure continuous improvement of the system is in place.

**Conclusion**

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

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

*T Sinden*

Tim Sinden

**Mr T Sinden**  
Chair of Trustees

*M Stow*

Mark Stow

**Mr M Stow**  
Accounting Officer

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

---

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

I confirm that I, and the Academy Trust 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 Stow*

Mark Stow

**M Stow**  
Accounting Officer

Date: 4 December 2025

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

---

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

Company law requires the CEO, CFO and Headteachers of all four schools to prepare financial statements for each financial year. Under company law, the CEO, CFO and Headteachers of all four schools 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 CEO, CFO and Headteachers of all four schools 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 judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The CEO, CFO and Headteachers of all four schools 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:

*T Sinden*

Tim Sinden

**T Sinden**

Chair of Trustees

Date: 4 December 2025



**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)****INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF HANLEY  
AND UPTON EDUCATIONAL TRUST**

---

**OPINION**

We have audited the financial statements of Hanley and Upton Educational 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 and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 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 Auditors' 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.

## **HANLEY AND UPTON EDUCATIONAL TRUST (A COMPANY LIMITED BY GUARANTEE)**

### **INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF HANLEY AND UPTON EDUCATIONAL TRUST (CONTINUED)**

---

#### **OTHER INFORMATION**

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

We have nothing to report in this regard.

#### **OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

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

- the information given in the Trustees' Report, which includes the Strategic Report and the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Strategic Report and Directors' 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 Trustees' Report including the Strategic Report.

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

- 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 Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Statement of Trustees' Responsibilities, 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.

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF HANLEY AND UPTON EDUCATIONAL TRUST (CONTINUED)**

---

**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

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

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and noncompliance with laws and regulations, we considered the following:

- the nature of the Academy sector, control environment and the Academy Trust's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Academy Trust's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy Trust's documentation of their policies and procedures relating to:
  - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
  - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- how the Academy Trust ensured it met its obligations arising from it being financed by the Department for Education and other funders, and as such material compliance with these obligations is required to ensure the Academy Trust will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the Academy Trust ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal Academy specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the Academy Trust for fraud, which included incorrect recognition of income, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of income and management override using manual journal entries.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Academy Trust operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, the Academy Trust Handbook, the Companies Act 2006 and tax legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Academy Trust's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF HANLEY  
AND UPTON EDUCATIONAL TRUST (CONTINUED)**

---

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of income;
- enquiring of Trustees and management and those charged with governance concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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 Auditors' Report.

**USE OF OUR REPORT**

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

*J Talbot*

John Talbot

**John Talbot FCA (Senior Statutory Auditor)**

for and on behalf of

**Bishop Fleming Audit Limited**

Chartered Accountants

Statutory Auditors

1-3 College Yard

Worcester

WR1 2LB

Date: 17 December 2025

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HANLEY AND  
UPTON EDUCATIONAL TRUST AND THE DEPARTMENT FOR EDUCATION**

---

In accordance with the terms of our engagement letter dated 28 October 2024 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Hanley and Upton Educational 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 Hanley and Upton Educational 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 Hanley and Upton Educational 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 Hanley and Upton Educational Trust and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF THE ACCOUNTING OFFICER OF HANLEY AND UPTON  
EDUCATIONAL TRUST AND THE REPORTING ACCOUNTANT**

The accounting officer is responsible, under the requirements of Hanley and Upton Educational Trust's funding agreement with the Secretary of State for Education dated 29 July 2011 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. 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.

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HANLEY AND  
UPTON EDUCATIONAL TRUST AND THE DEPARTMENT FOR EDUCATION (CONTINUED)**

---

**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 conclusion includes:

An assessment of the risk of material irregularity and impropriety across all of the Trust's activities;

Further testing and review of the areas identified through the risk assessment including enquiry, identification of controls processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary;

Consideration of evidence obtained through the work detailed above and the work completed as part of our audit of the financial statements in order to support the regularity conclusion.

In line with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, we have not performed any additional procedures regarding the Trust's compliance with safeguarding, health and safety and estates management.

**CONCLUSION**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 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.

*J Talbot*

John Talbot

John Talbot FCA  
for and on behalf of  
**Bishop Fleming Audit Limited**  
Chartered Accountants  
Statutory Auditors  
1-3 College Yard  
Worcester  
WR1 2LB

Date: 17 December 2025

**HANLEY AND UPTON EDUCATIONAL 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 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>INCOME FROM:</b>						
Donations and capital grants	3	-	99,243	73,584	172,827	201,729
Other trading activities	5	101,157	-	-	101,157	83,978
Investments	6	43,170	-	-	43,170	26,048
Charitable activities	4	268,217	11,849,220	-	12,117,437	11,215,439
<b>TOTAL INCOME</b>		<b>412,544</b>	<b>11,948,463</b>	<b>73,584</b>	<b>12,434,591</b>	<b>11,527,194</b>
<b>EXPENDITURE ON:</b>						
Charitable activities	7	235,218	11,774,602	259,292	12,269,112	11,281,506
<b>TOTAL EXPENDITURE</b>	8	<b>235,218</b>	<b>11,774,602</b>	<b>259,292</b>	<b>12,269,112</b>	<b>11,281,506</b>
<b>NET INCOME/ (EXPENDITURE)</b>		<b>177,326</b>	<b>173,861</b>	<b>(185,708)</b>	<b>165,479</b>	<b>245,688</b>
Transfers between funds	20	-	(96,850)	96,850	-	-
<b>NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES)</b>		<b>177,326</b>	<b>77,011</b>	<b>(88,858)</b>	<b>165,479</b>	<b>245,688</b>
<b>OTHER RECOGNISED GAINS/(LOSSES):</b>						
Actuarial gains on defined benefit pension schemes	28	-	1,694,000	-	1,694,000	333,000
Pension surplus not recognised	28	-	(1,587,000)	-	(1,587,000)	-
<b>NET MOVEMENT IN FUNDS</b>		<b>177,326</b>	<b>184,011</b>	<b>(88,858)</b>	<b>272,479</b>	<b>578,688</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		693,806	(5,041)	6,129,743	6,818,508	6,239,820
Net movement in funds		177,326	184,011	(88,858)	272,479	578,688
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>871,132</b>	<b>178,970</b>	<b>6,040,885</b>	<b>7,090,987</b>	<b>6,818,508</b>

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

---

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

The notes on pages 34 to 66 form part of these financial statements.



**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**REGISTERED NUMBER:07690414**

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

	Note	2025 £	2024 £
<b>FIXED ASSETS</b>			
Tangible assets	14	6,002,353	6,021,805
<b>CURRENT ASSETS</b>			
Stocks	15	-	4,480
Debtors	16	447,751	354,853
Investments	17	514,104	-
Cash at bank and in hand		1,126,469	1,733,521
		<b>2,088,324</b>	<b>2,092,854</b>
Creditors: amounts falling due within one year	18	(969,693)	(965,193)
<b>NET CURRENT ASSETS</b>		<b>1,118,631</b>	<b>1,127,661</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>7,120,984</b>	<b>7,149,466</b>
Creditors: amounts falling due after more than one year	19	(29,997)	(42,958)
<b>NET ASSETS EXCLUDING PENSION ASSET / LIABILITY</b>		<b>7,090,987</b>	<b>7,106,508</b>
Defined benefit pension scheme asset / liability	28	-	(288,000)
<b>TOTAL NET ASSETS</b>		<b>7,090,987</b>	<b>6,818,508</b>
<b>FUNDS OF THE ACADEMY TRUST</b>			
<b>RESTRICTED FUNDS:</b>			
Fixed asset funds	20	6,040,885	6,129,743
Restricted income funds	20	178,970	282,959
		<b>6,219,855</b>	<b>6,412,702</b>
Restricted funds excluding pension reserve	20	6,219,855	6,412,702
Pension reserve	20	-	(288,000)
<b>TOTAL RESTRICTED FUNDS</b>	20	<b>6,219,855</b>	<b>6,124,702</b>
<b>UNRESTRICTED INCOME FUNDS</b>	20	<b>871,132</b>	<b>693,806</b>
<b>TOTAL FUNDS</b>		<b>7,090,987</b>	<b>6,818,508</b>

The financial statements on pages 29 to 66 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)  
REGISTERED NUMBER:07690414**

**BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2025**

---

*T Sinden*

Tim Sinden

**T Sinden**

Chair of Trustees

Date: 4 December 2025

The notes on pages 34 to 66 form part of these financial statements.

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

	<b>Note</b>	<b>2025 £</b>	<b>2024 £</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net cash provided by operating activities	22	<b>37,187</b>	301,767
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>	24	<b>(631,278)</b>	(35,444)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>	23	<b>(12,961)</b>	(12,961)
		<hr/>	<hr/>
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>		<b>(607,052)</b>	253,362
Cash and cash equivalents at the beginning of the year		<b>1,733,521</b>	1,480,159
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>	25, 26	<b>1,126,469</b>	1,733,521
		<hr/> <hr/>	<hr/> <hr/>

The notes on pages 34 to 66 form part of these financial statements

## **HANLEY AND UPTON EDUCATIONAL 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), judgments 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 ESFA, the Charities Act 2011 and the Companies Act 2006.

Hanley and Upton Educational Trust meets the definition of a public benefit entity under FRS 102.

##### **1.2 GOING CONCERN**

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the 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 goods have been provided or on completion of the goods and services.

**HANLEY AND UPTON EDUCATIONAL 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.

All resources expended are inclusive of irrecoverable VAT.

**1.5 INTEREST RECEIVABLE**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the 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 £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

**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:

Freehold property	- Buildings 50 years, leasehold land 125 years
Fixtures and fittings	- 10-20% straight line
Computer Equipment	- 33.33% straight line
Motor vehicles	- 33.33% straight line

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

The Trust does not account for Hanley Castle High School or Hanley Swan C-of-E Primary School on its balance sheet owing to the fact these land and buildings are on Supplemental Agreements from the Foundation Trust and the Diocese of Worcester respectively.

The Supplemental Agreements include the right for the Foundation Trust and the Diocese of Worcester trustees to give not less than 2 years written notice to the Trust and Secretary of State for Education to terminate the agreement. No such written notice has been received as at the date of the approval of the financial statements. In addition, no restrictive access or restrictions on work has occurred in the financial year.

This accounting treatment is in line with the Academies Accounts Direction.

**1.8 STOCKS**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

**1.9 DEBTORS**

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

**1.10 CASH AT BANK AND IN HAND**

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

**1.11 LIABILITIES**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the 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.

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

---

**1. ACCOUNTING POLICIES (continued)**

**1.12 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 fair value.

Short-term investments include cash on deposit with a notice period of more than three months but less than one year.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 18 and 19. 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.

**1.13 OPERATING LEASES**

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

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

---

**1. ACCOUNTING POLICIES (continued)**

**1.14 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.

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.

Under FRS 102 an entity shall only recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. Therefore when a pension scheme is valued at a surplus, it is recognised at a £Nil value.

**1.15 AGENCY ARRANGEMENTS**

The Academy Trust acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable application of the funds. The Academy Trust can use a percentage of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at period end are disclosed in note 26.



**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

---

**1. ACCOUNTING POLICIES (continued)**

**1.16 FUND ACCOUNTING**

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

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

Transfers are made between restricted funds and restricted fixed asset funds where restricted funds are used to purchase fixed assets.

**2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGMENT**

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

Critical accounting estimates and assumptions:

The 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.

As detailed in note 27, the Academy Trust have not recognised a Local Government Pension Scheme defined benefit pension asset as the Academy Trust consider that this asset is not recoverable due to the unlikelihood of reduced contributions or refunds from the scheme in the future

Critical areas of judgment:

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 the ownership of these assets and accordingly whether the lease requires as asset and liability to be recognised in the Balance Sheet.

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**3. INCOME FROM DONATIONS AND CAPITAL GRANTS**

	<b>Restricted funds 2025 £</b>	<b>Restricted fixed asset funds 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Donations	99,243	-	<b>99,243</b>	114,207
Capital Grants	-	73,584	<b>73,584</b>	87,522
	<u>99,243</u>	<u>73,584</u>	<u><b>172,827</b></u>	<u>201,729</u>
<b>TOTAL 2024</b>	<u>114,207</u>	<u>87,522</u>	<u>201,729</u>	

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**4. FUNDING FOR THE ACADEMY TRUST'S DIRECT COSTS - ACTIVITIES**

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>DFE GRANTS</b>				
General Annual Grant	-	8,420,546	<b>8,420,546</b>	8,061,179
<b>OTHER DFE GRANTS</b>				
Pupil Premium	-	320,258	<b>320,258</b>	326,701
Universal Infant Free School Meals	-	101,473	<b>101,473</b>	99,987
16-19 Funding	-	1,068,854	<b>1,068,854</b>	1,145,442
Mainstream School Additional Grant	-	-	-	279,448
Teacher's Pay and Pension Grant	-	381,933	<b>381,933</b>	271,217
CSBG	-	340,958	<b>340,958</b>	-
Other DFE Grants	-	215,050	<b>215,050</b>	161,619
	-	10,849,072	<b>10,849,072</b>	10,345,593
<b>OTHER GOVERNMENT GRANTS</b>				
High Needs	-	873,546	<b>873,546</b>	508,092
Pupil Growth Fund	-	97,760	<b>97,760</b>	76,102
Other government grants	-	28,842	<b>28,842</b>	31,291
	-	1,000,148	<b>1,000,148</b>	615,485
<b>COVID-19 ADDITIONAL FUNDING (DFE/ESFA)</b>				
Recovery Premium	-	-	-	65,158
	-	-	-	65,158
<b>OTHER FUNDING</b>				
Internal catering income	7,236	-	<b>7,236</b>	7,304
Income from hosting trainee teachers	8,652	-	<b>8,652</b>	9,198
Sales to students	16,666	-	<b>16,666</b>	9,820
Trip income	187,052	-	<b>187,052</b>	124,182
Other income	48,611	-	<b>48,611</b>	38,699
	268,217	-	<b>268,217</b>	189,203
	268,217	11,849,220	<b>12,117,437</b>	11,215,439
<b>TOTAL 2024</b>	<b>189,203</b>	<b>11,026,236</b>	<b>11,215,439</b>	

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**5. INCOME FROM OTHER TRADING ACTIVITIES**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Lettings	23,535	<b>23,535</b>	20,939
Breakfast club	50,143	<b>50,143</b>	42,352
Other	27,479	<b>27,479</b>	20,687
	<u>101,157</u>	<u><b>101,157</b></u>	<u>83,978</u>
	<u><u>101,157</u></u>	<u><u><b>101,157</b></u></u>	
TOTAL 2024	<u>83,978</u>	<u>83,978</u>	
	<u><u>83,978</u></u>	<u><u>83,978</u></u>	

**6. INVESTMENT INCOME**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Bank interest	43,170	<b>43,170</b>	26,048
	<u>43,170</u>	<u><b>43,170</b></u>	
	<u><u>43,170</u></u>	<u><u><b>43,170</b></u></u>	
TOTAL 2024	<u>26,048</u>	<u>26,048</u>	
	<u><u>26,048</u></u>	<u><u>26,048</u></u>	

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**7. EXPENDITURE**

	<b>Staff Costs 2025 £</b>	<b>Premises 2025 £</b>	<b>Other 2025 £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Education:					
Direct costs	8,453,965	259,292	643,952	<b>9,357,209</b>	8,581,588
Support costs	1,549,670	585,113	777,120	<b>2,911,903</b>	2,699,918
	<u>10,003,635</u>	<u>844,405</u>	<u>1,421,072</u>	<u><b>12,269,112</b></u>	<u>11,281,506</u>
TOTAL 2024	<u>9,044,475</u>	<u>1,033,198</u>	<u>1,203,833</u>	<u>11,281,506</u>	

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

	<b>Direct costs 2025 £</b>	<b>Support costs 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Education	<u>9,357,209</u>	<u>2,911,903</u>	<u><b>12,269,112</b></u>	<u>11,281,506</u>
TOTAL 2024	<u>8,581,588</u>	<u>2,699,918</u>	<u>11,281,506</u>	

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF DIRECT COSTS**

	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Pension finance costs	<b>5,600</b>	11,500
Staff costs	<b>8,400,067</b>	7,581,817
Depreciation	<b>253,380</b>	277,042
Educational supplies	<b>282,440</b>	186,342
Examination fees	<b>128,034</b>	125,314
Staff development	<b>23,558</b>	20,310
Other costs	<b>204,320</b>	133,212
Supply teachers	<b>53,898</b>	119,516
Capital improvements held by Foundation Trust / Diocese	<b>5,912</b>	126,535
	<b><u>9,357,209</u></b>	<b><u>8,581,588</u></b>

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF SUPPORT COSTS**

	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Pension finance costs	<b>7,400</b>	19,500
Staff costs	<b>1,549,670</b>	1,343,142
Other costs	<b>35,121</b>	32,685
Maintenance of premises and equipment	<b>188,006</b>	221,452
Cleaning	<b>25,578</b>	14,060
Rent and rates	<b>158,073</b>	166,158
Energy costs	<b>179,472</b>	186,439
Insurance	<b>48,616</b>	44,891
Security and transport	<b>33,984</b>	41,512
Catering	<b>191,261</b>	188,950
Technology costs	<b>158,626</b>	138,236
Office overheads	<b>174,650</b>	169,078
Legal and professional	<b>141,337</b>	121,655
Bank interest and charges	<b>754</b>	779
(Profit)/Loss on disposal of tangible fixed assets	-	(8,124)
Governance costs	<b>19,355</b>	19,505
	<b>2,911,903</b>	2,699,918

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**9. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) for the year includes:

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
Operating lease rentals	<b>42,625</b>	26,226
Depreciation of tangible fixed assets	<b>253,380</b>	277,042
Fees paid to auditors for:		
- audit	<b>18,075</b>	17,046
- other services	<b>1,280</b>	2,459
	<b>=====</b>	<b>=====</b>

**10. STAFF**

**a. STAFF COSTS AND EMPLOYEE BENEFITS**

Staff costs during the year were as follows:

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
Wages and salaries	<b>7,320,465</b>	6,795,691
Social security costs	<b>826,960</b>	655,007
Pension costs	<b>1,802,312</b>	1,474,261
	<b>9,949,737</b>	8,924,959
Supply teachers	<b>53,898</b>	119,516
	<b>10,003,635</b>	9,044,475
	<b>=====</b>	<b>=====</b>

**b. STAFF NUMBERS**

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

	<b>2025</b>	2024
	<b>No.</b>	<b>No.</b>
Teachers	<b>88</b>	87
Educational support	<b>82</b>	92
Administration and clerical	<b>48</b>	40
Management	<b>16</b>	15
	<b>234</b>	234
	<b>=====</b>	<b>=====</b>



**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

**10. STAFF (CONTINUED)**

**b. STAFF NUMBERS (CONTINUED)**

The average headcount expressed as full-time equivalents was:

	<b>2025 No.</b>	<b>2024 No.</b>
Teachers	<b>77</b>	78
Educational support	<b>53</b>	56
Administration and clerical	<b>31</b>	24
Management	<b>15</b>	15
	<b>176</b>	173

**c. HIGHER PAID STAFF**

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

	<b>2025 No.</b>	<b>2024 No.</b>
In the band £60,001 - £70,000	<b>11</b>	1
In the band £70,001 - £80,000	<b>4</b>	5
In the band £80,001 - £90,000	<b>2</b>	2
In the band £90,001 - £100,000	<b>1</b>	1
In the band £110,001 - £120,000	-	1
In the band £120,001 - £130,000	<b>1</b>	-

**d. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Academy Trust comprise the CEO, CFO and Headteachers of all four schools. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £601,261 (2024: £601,753).

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

**11. CENTRAL SERVICES**

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

- Insurance
- Legal and professional services
- Human resources and payroll
- Educational support services
- Financial services
- Premises services
- Audit services
- Others as required
- IT support

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

The Academy Trust charged these services on a fair basis as agreed between the CEO and Academy Standards Committees, being 5.6% of budgeted income.

The actual amounts charged during the year were as follows:

	<b>2025</b>	2024
	<b>£</b>	£
Hanley Castle High School	<b>387,480</b>	363,550
Kempsey Primary School	<b>95,268</b>	91,980
Hanley Swan C-of-E Primary School	<b>36,060</b>	34,392
Welland Primary School	<b>40,512</b>	39,420
<b>TOTAL</b>	<b>559,320</b>	529,342

**12. TRUSTEES' REMUNERATION AND EXPENSES**

The Headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff, and not in respect of their services as Trustees. Other Trustees did not receive any payments from the Academy Trust in respect of their role as Trustees. The value of Trustees' remuneration and pension contributions in respect of defined benefit schemes in the year was as follows; M Stow: Remuneration £125,000 - £130,000 (2024: £115,000 - £120,000), employers pension £35,000 - £40,000 (2024: £30,000 - £35,000).

During the year ended 31 August 2025, no expenses were reimbursed to Trustees (2024 - £NIL).

**13. TRUSTEES' AND OFFICERS' INSURANCE**

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

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**14. TANGIBLE FIXED ASSETS**

	Freehold property £	Fixtures and fittings £	Computer equipment £	Motor vehicles £	Total £
<b>COST OR VALUATION</b>					
At 1 September 2024	6,415,013	787,829	541,002	43,252	7,787,096
Additions	2,813	17,765	213,350	-	233,928
At 31 August 2025	6,417,826	805,594	754,352	43,252	8,021,024
<b>DEPRECIATION</b>					
At 1 September 2024	662,083	653,349	434,794	15,065	1,765,291
Charge for the year	118,198	48,326	73,605	13,251	253,380
At 31 August 2025	780,281	701,675	508,399	28,316	2,018,671
<b>NET BOOK VALUE</b>					
At 31 August 2025	5,637,545	103,919	245,953	14,936	6,002,353
At 31 August 2024	5,752,930	134,480	106,208	28,187	6,021,805

**15. STOCKS**

	2025 £	2024 £
Goods for resale	-	4,480

**16. DEBTORS**

	2025 £	2024 £
Trade debtors	9,407	13,464
Other debtors	122,856	122,922
Prepayments and accrued income	204,613	136,193
VAT recoverable	110,875	82,274
	447,751	354,853

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**17. CURRENT ASSET INVESTMENTS**

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
Short-term fixed deposit	<b>514,104</b>	-

**18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
Salix loans	<b>10,767</b>	10,767
Trade creditors	<b>157,923</b>	147,764
Other taxation and social security	<b>188,772</b>	148,295
Other creditors	<b>305,360</b>	273,694
Accruals and deferred income	<b>306,871</b>	384,673
	<b>969,693</b>	965,193

Included within creditors due within one year is a Salix loan balance of £4,000. The full value of the loan outstanding is £6,000, £2,000 of which is shown as due over one year (note 18). The loan is repayable in six-monthly instalments until March 2027 with an applicable annual interest rate of NIL%.

Also included within creditors within one year is a Salix loan balance of £1,000. The full value of the loan outstanding is £2,000, £1,000 of which is shown as due over one year (note 18). The loan is repayable in six-monthly instalments over 8 years, with repayments starting in May 2019. There is an applicable annual interest rate of NIL%.

Also included within creditors within one year is a Salix loan balance of £1,925. The full value of the loan outstanding is £4,813, £2,888 of which is shown as due over one year (note 18). The loan is repayable in six-monthly installments over 7 years. There is an applicable annual interest rate of NIL%.

Also included within creditors within one year is a Salix loan balance of £1,647. The full value of the loan outstanding is £4,117, £2,470 of which is shown as due over one year (note 18). The loan is repayable in six-monthly installments until December 2027. There is an applicable annual interest rate of NIL%.

Also included within creditors within one year is a Salix loan balance of £2,195. The full value of the loan outstanding is £23,834, £21,640 of which is shown as due over one year (note 18). The loan is repayable over 8 years. There is an applicable annual interest rate of NIL%.

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
<b>DEFERRED INCOME</b>		
Deferred Income at 1 September 2023	<b>231,726</b>	242,941
Resources deferred during the year	<b>198,720</b>	231,726
Amounts released from previous periods	<b>(231,726)</b>	(242,941)
	<b>198,720</b>	231,726

At the balance sheet date the Academy Trust was holding funds received in advance for trips and other trading activities, totalling £19,425 (2024: £19,891), and grants received in advance totalling £179,295 (2024: £211,835)

**19. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

	<b>2025</b>	2024
	<b>£</b>	<b>£</b>
Salix loans	<b>29,997</b>	42,958

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**20. STATEMENT OF FUNDS**

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
<b>UNRESTRICTED FUNDS</b>						
General Funds - all funds	<b>693,806</b>	<b>412,544</b>	<b>(235,218)</b>	-	-	<b>871,132</b>
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant (GAG)	<b>282,959</b>	<b>8,420,546</b>	<b>(8,427,685)</b>	<b>(96,850)</b>	-	<b>178,970</b>
16-19 Funding	-	<b>1,068,854</b>	<b>(1,068,854)</b>	-	-	-
Higher Needs funding (SEN)	-	<b>873,546</b>	<b>(873,546)</b>	-	-	-
Pupil Premium (PP)	-	<b>320,258</b>	<b>(320,258)</b>	-	-	-
Universal Infant Free School Meals (UIFSM)	-	<b>101,473</b>	<b>(101,473)</b>	-	-	-
Teacher's Pay and Pension Grant	-	<b>381,933</b>	<b>(381,933)</b>	-	-	-
Other DFE Grants	-	<b>253,618</b>	<b>(253,618)</b>	-	-	-
Other Grants	-	<b>126,602</b>	<b>(126,602)</b>	-	-	-
Donations	-	<b>99,243</b>	<b>(99,243)</b>	-	-	-
CSBG	-	<b>302,390</b>	<b>(302,390)</b>	-	-	-
Pension reserve	<b>(288,000)</b>	-	<b>181,000</b>	-	<b>107,000</b>	-
	<b>(5,041)</b>	<b>11,948,463</b>	<b>(11,774,602)</b>	<b>(96,850)</b>	<b>107,000</b>	<b>178,970</b>

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**20. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Land and buildings transferred in	3,274,823	-	(135,371)	-	-	3,139,452
Fixed assets purchased from GAG and other restricted funds	916,975	-	(43,812)	96,850	-	970,013
Devolved Formula Capital funding (DFC)	292,289	42,584	(12,082)	-	-	322,791
Academies Capital Maintenance Fund (ACMF)	18,440	-	(762)	-	-	17,678
Condition Improvement Fund (CIF)	61,935	-	(2,782)	-	-	59,153
PAN expansion	1,419,680	-	(58,685)	-	-	1,360,995
Donated capital funding	46,718	-	(1,931)	-	-	44,787
LA Capital Grants	-	15,300	-	-	-	15,300
Additional Capital Grant	69,886	-	(2,667)	-	-	67,219
Other Capital Grant	28,997	15,700	(1,200)	-	-	43,497
	<u>6,129,743</u>	<u>73,584</u>	<u>(259,292)</u>	<u>96,850</u>	<u>-</u>	<u>6,040,885</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>6,124,702</u>	<u>12,022,047</u>	<u>(12,033,894)</u>	<u>-</u>	<u>107,000</u>	<u>6,219,855</u>
<b>TOTAL FUNDS</b>	<u><u>6,818,508</u></u>	<u><u>12,434,591</u></u>	<u><u>(12,269,112)</u></u>	<u><u>-</u></u>	<u><u>107,000</u></u>	<u><u>7,090,987</u></u>

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

---

**20. STATEMENT OF FUNDS (CONTINUED)**

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

**RESTRICTED FUNDS:**

General Annual Grant (GAG) - income from the DFE which is to be used for the normal running costs of the academy, including education and support costs.

16-19 Funding - funding received from the DFE to fund 16-19 year-olds when they are enrolled in sixth form that meet specified criteria.

Higher Needs funding (SEN) - funding provided by Local Authorities for the Academy Trust to fund further support for students with additional needs.

Pupil Premium (PP) - represents funding received from the DFE for children that qualify for free school meals to enable the academy to address the current underlying inequalities between those children and their wealthier peers.

Universal Infant Free School Meals (UIFSM) - income from the DFE for the provision of free school meals.

Teachers Pay and Pension grants - Income from the DfE to support teacher pay awards.

Other DFE grants - restricted income from the DFE which is to be used in accordance with the terms of the funding.

Other grants - income which has been received for specific purposes.

Core Schools Budget Grant (CSBG) - Income from the DfE which is to be used to support and manage overall costs.

Donations - incoming donations received for specific purposes, as specified by the donor.



**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)****NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

---

**20. STATEMENT OF FUNDS (CONTINUED)****RESTRICTED FIXED ASSET FUNDS:**

Land and buildings transferred in - this represents the buildings and equipment donated to the Academy Trust from the Local Authority on conversion to an academy.

Fixed assets purchased from GAG and other restricted funds - this represents capital assets that have been purchased out of restricted GAG funding.

Devolved Formula Capital funding (DFC) - this represents funding from the DFE to cover the maintenance and purchase of the academy's assets.

Academies Capital Maintenance Funding (ACMF) - are restricted grants related to a grant provided to the Academy Trust from the Academies Capital Maintenance Fund.

Condition Improvement Fund (CIF) - are restricted grants related to a grant provided to the Academy Trust from the Condition Improvement fund to be used for capital works.

PAN expansion - are restricted grants related to capital funding to enable the Trust to increase their PAN.

Donated capital funding - are restricted amounts received in the form of donations to be used on capital enhancements.

LA Capital Grants - are restricted amounts received in the form of local authority capital grants to be used on capital enhancements.

Other Capital Grant - are restricted amounts received in the form of other capital grants to be used on capital enhancements.

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**20. STATEMENT OF FUNDS (CONTINUED)**

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>UNRESTRICTED FUNDS</b>						
General Funds - all funds	593,504	299,229	(198,927)	-	-	693,806
<b>RESTRICTED GENERAL FUNDS</b>						
General Annual Grant (GAG)	-	8,061,179	(7,754,738)	(23,482)	-	282,959
16-19 Funding	-	1,145,442	(1,145,442)	-	-	-
Higher Needs funding (SEN)	-	508,092	(508,092)	-	-	-
Pupil Premium (PP)	-	326,701	(326,701)	-	-	-
Universal Infant Free School Meals (UIFSM)	-	99,987	(99,987)	-	-	-
Mainstream school additional grant	-	279,448	(279,448)	-	-	-
Teacher's Pay and Pension Grant	-	271,217	(271,217)	-	-	-
Other DFE Grants	-	161,619	(161,619)	-	-	-
Other Grants	-	107,393	(107,393)	-	-	-
Donations	-	114,207	(114,207)	-	-	-
Recovery Premium	-	65,158	(65,158)	-	-	-
Pension reserve	(776,000)	-	155,000	-	333,000	(288,000)
	(776,000)	11,140,443	(10,679,002)	(23,482)	333,000	(5,041)

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**20. STATEMENT OF FUNDS (CONTINUED)**

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
<b>RESTRICTED FIXED ASSET FUNDS</b>						
Land and buildings transferred in	3,422,459	-	(147,636)	-	-	3,274,823
Fixed assets purchased from GAG and other restricted funds	941,804	-	(48,311)	23,482	-	916,975
Devolved Formula Capital funding (DFC)	260,966	42,580	(11,257)	-	-	292,289
Academies Capital Maintenance Fund (ACMF)	19,271	-	(831)	-	-	18,440
Condition Improvement Fund (CIF)	105,902	-	(43,967)	-	-	61,935
PAN expansion	1,483,682	-	(64,002)	-	-	1,419,680
Donated capital funding	33,720	14,453	(1,455)	-	-	46,718
LA Capital Grants	81,711	945	(82,656)	-	-	-
Additional Capital Grant	67,439	5,356	(2,909)	-	-	69,886
Other Capital Grant	5,362	24,188	(553)	-	-	28,997
	<u>6,422,316</u>	<u>87,522</u>	<u>(403,577)</u>	<u>23,482</u>	<u>-</u>	<u>6,129,743</u>
<b>TOTAL RESTRICTED FUNDS</b>	<u>5,646,316</u>	<u>11,227,965</u>	<u>(11,082,579)</u>	<u>-</u>	<u>333,000</u>	<u>6,124,702</u>
<b>TOTAL FUNDS</b>	<u><u>6,239,820</u></u>	<u><u>11,527,194</u></u>	<u><u>(11,281,506)</u></u>	<u><u>-</u></u>	<u><u>333,000</u></u>	<u><u>6,818,508</u></u>

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**20. STATEMENT OF FUNDS (CONTINUED)**

**Total funds analysis by academy**

Fund balances at 31 August 2025 were allocated as follows:

	<b>2025</b> £	2024 £
Hanley Castle High School	<b>633,634</b>	541,649
Kempsey Primary School	<b>186,976</b>	189,483
Hanley Swan C-of-E Primary School	<b>89,648</b>	92,475
Welland Primary School	<b>98,103</b>	107,082
Central services	<b>41,741</b>	46,076
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	<b>1,050,102</b>	976,765
Restricted fixed asset fund	<b>6,040,885</b>	6,129,743
Pension reserve	-	(288,000)
	<hr/>	<hr/>
<b>TOTAL</b>	<b>7,090,987</b>	6,818,508
	<hr/> <hr/>	<hr/> <hr/>

**TOTAL COST ANALYSIS BY ACADEMY**

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

	<b>Teaching and educational support staff costs</b> £	<b>Other support staff costs</b> £	<b>Educational supplies</b> £	<b>Other costs excluding depreciation</b> £	<b>Total 2025</b> £	<b>Total 2024</b> £
Hanley Castle High School	5,568,786	862,005	120,674	1,060,212	<b>7,611,677</b>	7,166,185
Kempsey Primary School	1,645,390	195,153	27,581	261,293	<b>2,129,417</b>	1,937,140
Hanley Swan C-of-E Primary School	558,038	98,616	14,222	141,588	<b>812,464</b>	731,133
Welland Primary School	626,920	123,011	16,518	113,253	<b>879,702</b>	794,675
Central services	138,831	199,885	102	243,654	<b>582,472</b>	375,331
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>ACADEMY TRUST</b>	<b>8,537,965</b>	<b>1,478,670</b>	<b>179,097</b>	<b>1,820,000</b>	<b>12,015,732</b>	11,004,464
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**21. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR**

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	-	6,002,353	<b>6,002,353</b>
Current assets	871,132	1,178,660	38,532	<b>2,088,324</b>
Creditors due within one year	-	(969,693)	-	<b>(969,693)</b>
Creditors due in more than one year	-	(29,997)	-	<b>(29,997)</b>
<b>TOTAL</b>	<b>871,132</b>	<b>178,970</b>	<b>6,040,885</b>	<b>7,090,987</b>

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR PERIOD**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	6,021,805	6,021,805
Current assets	(112,916)	2,097,832	107,938	2,092,854
Creditors due within one year	866,722	(1,831,915)	-	(965,193)
Creditors due in more than one year	-	(42,958)	-	(42,958)
Provisions for liabilities and charges	(60,000)	(228,000)	-	(288,000)
<b>TOTAL</b>	<b>693,806</b>	<b>(5,041)</b>	<b>6,129,743</b>	<b>6,818,508</b>

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**22. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2025 £	2024 £
Net income for the year (as per Statement of Financial Activities)	<b>165,479</b>	245,688
<b>ADJUSTMENTS FOR:</b>		
Depreciation	<b>253,380</b>	277,042
Gain on disposal of tangible fixed assets	-	(8,124)
Capital grants from DfE and other capital income	<b>(73,584)</b>	(87,522)
Interest receivable	<b>(43,170)</b>	(26,048)
Defined benefit pension scheme cost less contributions payable	<b>(194,000)</b>	(186,000)
Defined benefit pension scheme finance cost	<b>13,000</b>	31,000
(Increase)/decrease in stocks	<b>4,480</b>	1,045
(Increase)/decrease in debtors	<b>(92,898)</b>	163,747
Increase/(decrease) in creditors	<b>4,500</b>	(109,061)
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>37,187</b>	301,767

**23. CASH FLOWS FROM FINANCING ACTIVITIES**

	2025 £	2024 £
Repayments of Salix loans	<b>(12,961)</b>	(12,961)
<b>NET CASH USED IN FINANCING ACTIVITIES</b>	<b>(12,961)</b>	(12,961)

**24. CASH FLOWS FROM INVESTING ACTIVITIES**

	2025 £	2024 £
Interest received	<b>43,170</b>	26,048
Purchase of tangible fixed assets	<b>(233,928)</b>	(159,230)
Proceeds from the sale of tangible fixed assets	-	10,216
Capital grants from DfE Group	<b>73,584</b>	87,522
Purchase of investments	<b>(514,104)</b>	-
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>(631,278)</b>	(35,444)

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**25. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	<b>2025</b>	2024
	<b>£</b>	£
Cash in hand and at bank	<b>1,126,469</b>	1,733,521
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>1,126,469</b>	1,733,521

**26. ANALYSIS OF CHANGES IN NET DEBT**

	<b>At 1 September 2024 £</b>	<b>Cash flows £</b>	<b>At 31 August 2025 £</b>
Cash at bank and in hand	<b>1,733,521</b>	<b>(607,052)</b>	<b>1,126,469</b>
Debt due within 1 year	<b>(10,767)</b>	-	<b>(10,767)</b>
Debt due after 1 year	<b>(42,958)</b>	<b>12,961</b>	<b>(29,997)</b>
	<b>1,679,796</b>	<b>(594,091)</b>	<b>1,085,705</b>

**27. AGENCY ARRANGEMENTS**

The academy distributes 16-19 Bursary funds to students as an agent for ESFA. In the accounting period ended 31 August 2025 the academy received £34,436 (2024: £37,695) and disbursed £32,314 (2024: £19,378) from the fund. An amount of £31,383 (2024: £29,260) is included in other creditors relating to undistributed funds.

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

---

**28. 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 Worcestershire County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £214,667 were payable to the schemes at 31 August 2025 (2024 - £189,768) and are included within creditors.

**TEACHERS' PENSION SCHEME**

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

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

**VALUATION OF THE TEACHERS' PENSION SCHEME**

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

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

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

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



**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)**

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

**28. PENSION COMMITMENTS (CONTINUED)**

The employer's pension costs paid to TPS in the year amounted to £1,373,785 (2024 - £1,130,835).

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>) for 2016 and [www.teacherspensions.co.uk/news/employers/2023/10/valuation-result.aspx](https://www.teacherspensions.co.uk/news/employers/2023/10/valuation-result.aspx) for 2020.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy Trust has set out above the information available on the scheme.

**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 £764,000 (2024 - £700,000), of which employer's contributions totalled £618,000 (2024 - £566,000) and employees' contributions totalled £146,000 (2024 - £134,000). The agreed contribution rates for future years are 20.3 per cent for employers and 5.5 - 12.5 per cent for employees.

As described in note 1.14 the LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

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

**PRINCIPAL ACTUARIAL ASSUMPTIONS**

	<b>2025</b>	<b>2024</b>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>4.20</b>	4.15
Rate of increase for pensions in payment / inflation	<b>2.70</b>	2.65
Discount rate for scheme liabilities	<b>6.05</b>	5
Inflation assumption (CPI)	<b>2.70</b>	2.65

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

	<b>2025</b>	<b>2024</b>
	<b>Years</b>	<b>Years</b>
Retiring today		
Males	<b>21.5</b>	21.2
Females	<b>23.7</b>	23.6
Retiring in 20 years		
Males	<b>22.7</b>	22.5
Females	<b>25.5</b>	25.4

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**28. PENSION COMMITMENTS (CONTINUED)**

**SENSITIVITY ANALYSIS**

	<b>2025</b>	2024
	<b>£000</b>	£000
Discount rate +0.1%	<b>(125)</b>	(146)
Mortality assumption - 1 year increase	<b>249</b>	273
CPI rate +0.1%	<b>124</b>	144
Pay growth +0.1%	<b>5</b>	6

**SHARE OF SCHEME ASSETS**

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

	<b>At 31 August 2025</b>	At 31 August 2024
	<b>£</b>	£
Equities	<b>5,312,000</b>	4,382,000
Other bonds	<b>547,000</b>	523,000
Property	<b>1,797,000</b>	1,570,000
Cash	<b>156,000</b>	65,000
<b>Total market value of assets</b>	<b>7,812,000</b>	6,540,000

The actual return on scheme assets was £398,000 (2024 - £772,000).

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

	<b>2025</b>	2024
	<b>£</b>	£
Current service cost	<b>(424,000)</b>	(380,000)
Interest income	<b>339,000</b>	290,000
Interest cost	<b>(352,000)</b>	(321,000)
<b>Total amount recognised in the statement of financial activities</b>	<b>(437,000)</b>	(411,000)

**HANLEY AND UPTON EDUCATIONAL TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

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

**28. PENSION COMMITMENTS (CONTINUED)**

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

	2025 £	2024 £
<b>At 1 September</b>	<b>6,828,000</b>	6,023,000
Current service cost	<b>424,000</b>	380,000
Interest cost	<b>352,000</b>	321,000
Employee contributions	<b>146,000</b>	134,000
Actuarial (gains)/losses	<b>(1,393,000)</b>	90,000
Benefits paid	<b>(132,000)</b>	(120,000)
<b>At 31 August</b>	<b>6,225,000</b>	6,828,000

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

	2025 £	2024 £
<b>At 1 September</b>	<b>6,540,000</b>	5,247,000
Interest income	<b>339,000</b>	290,000
Actuarial gains/(losses)	<b>301,000</b>	423,000
Employer contributions	<b>618,000</b>	566,000
Employee contributions	<b>146,000</b>	134,000
Benefits paid	<b>(132,000)</b>	(120,000)
<b>At 31 August</b>	<b>7,812,000</b>	6,540,000

The Academy Trust has an unrecognised surplus of £1,587,000 (2024: recognised deficit of £288,000) in respect of its defined benefit pension scheme as it does not expect to recover the plan surplus either through reduced contributions in the future or through refunds from the plan.

**29. 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 £	2024 £
Not later than 1 year	<b>47,034</b>	35,364
Later than 1 year and not later than 5 years	<b>46,834</b>	61,721
	<b>93,868</b>	97,085

**HANLEY AND UPTON EDUCATIONAL TRUST  
(A COMPANY LIMITED BY GUARANTEE)****NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

---

**30. MEMBERS' LIABILITY**

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

**31. RELATED PARTY TRANSACTIONS**

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

During the year, the Academy Trust received income from Upton CofE Primary School, a school in which B Unwin is also a governor, totalling £1,250 (2024: £1,250). The income was received on an arm's length basis and in entering the transaction the Academy Trust has complied with the requirements of the ESFA's Academies Financial Handbook.

**32. GENERAL INFORMATION**

Hanley and Upton Educational Trust is a company limited by guarantee, incorporated in England and Wales. The registered office is Church End, Hanley Castle, Worcester, Worcestershire, WR8 0BL.