

Registered number: 07551959

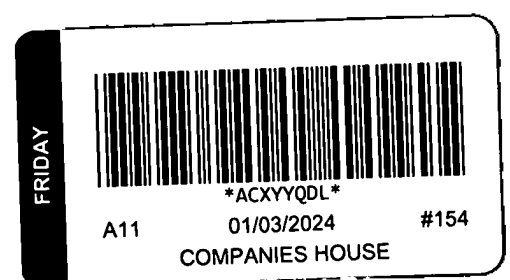


GLF SCHOOLS

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023



GLF SCHOOLS
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and administrative details	1 - 2
Trustees' report	3 - 20
Governance statement	21 - 27
Statement on regularity, propriety and compliance	28
Statement of trustees' responsibilities	29
Independent auditor's report on the financial statements	30 – 33
Independent reporting accountant's report on regularity	34 – 35
Statement of financial activities incorporating income and expenditure account	36
Balance sheet	37 – 38
Statement of cash flows	39
Notes to the financial statements	40 – 89

GLF SCHOOLS
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2023

Members

Jackie Adams
Paul Carpenter
Robin Cayley
David Moss
Steven Reid (until 12/07/23)
Matt Taylor

Trustees

Jackie Adams (until 03/08/23)
Ejaz Ali
Stephen Brown
Martin Burke
Colin Charles
Charlotte Cobb (from 01/09/23)
Kieran Cooke (until 21/07/23)
Chris Draper (from 14/12/23)
Daria Kuznetsova
Teresa Mellor (until 21/07/23)
Gabrielle O'Meara
Lynne O'Reilly (Chair)
Cassie Young (from 01/09/23)

Membership of the Trustee Committees can be seen in the Governance Statement

Company Secretary

Sarah Lynagh

Trust Executive Team

Jon Chaloner	Chief Executive Officer
Russell Bennett	Education Director (until 14/04/23)
Julie Hiddleston	Director of Primary Education (from 17/04/23)
Sarah Brinkley	Director of Secondary Education (from 03/07/23)
Andrew Lynn	Chief Financial Officer
Maria Cicero-Scott	People Director (until 31/12/2022)
Zoe Turnes	People Director (from 01/09/2022)
Ben Wakefield	Chief Information and Digital Officer
Nick Murza	Estates Director
Janet Miall	Chief Operating Officer (Joint)
Leisa Sleat	Chief Operating Officer (Joint)

Company Name

GLF Schools

Principal and Registered Office

The Beacon School, Picquets Way, Banstead, SM7 1AG

Company Registered Number

07551959 (England & Wales)

Independent Auditor

MHA, Building 4, Foundation Park, Roxborough Way, Maidenhead, SL6 3UD

GLF SCHOOLS
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Bankers

Lloyds Banking Plc, 402/404 Ewell Road, Tolworth, Surrey, KT6 7HG

Solicitors

Browne Jacobsen LLP, 6 Bevis Marks, London, EC3A 7BA

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

GLF Schools comprised 42 schools across 7 Local Authority areas at the end of 31st August 2023, the 2022-23 academic year. Greenway Junior School joined on 1 September 2022, transferring from Castle Trust.

GLF Schools had a combined pupil capacity of 19,185 and had a roll of 17,133 in the school census on 5 October 2023.

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 GLF Schools are also the directors of the charitable company for the purposes of company law. The charitable company operates as GLF Schools.

Details of the trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on pages 1 and 2.

Members' Liability

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

Trustees' Indemnities

There were no provisions required for third party indemnity. In accordance with normal commercial practice, the academy trust purchased insurance to protect trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on trust business.

Method of Recruitment and Appointment or Election of Trustees

The Articles of Association provide for three categories of trustee: non-executive trustees, the CEO and parent trustees.

Non-executive trustees are appointed based on their skills. When vacancies arise, new trustees are appointed by advertising to local community groups and businesses dependent on the skills needed, advertising nationally, or by using external recruitment organisations. An interview process is undertaken by a sub-committee of the Board of trustees. The subcommittee then makes a recommendation to the Members who make the final appointment.

The Articles set out that parent trustees are not required if parent representation is in place within the School Standards Boards (SSB), which it is. Each SSB has two parent members who are nominated from within the parent community and subject to an election where required.

The CEO is not a Trustee.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Policies and Procedures Adopted for the Induction and Training of Trustees

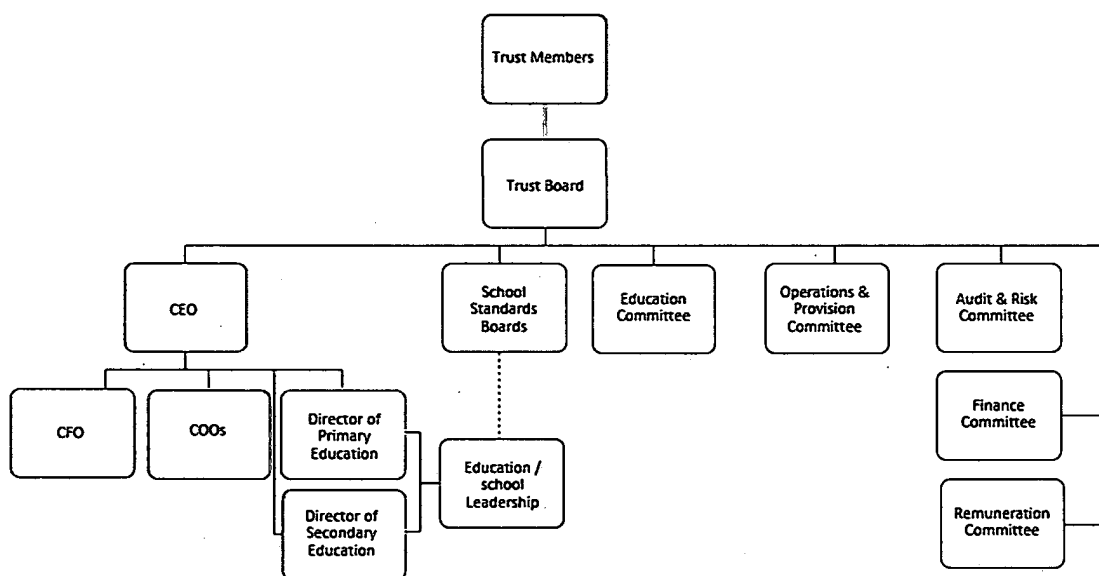
An induction programme is in place for new trustees, which includes the provision of key documentation, the opportunity to engage with members of the Executive team and the appointment of a mentor from among the existing trustees. A key expectation covered as part of the induction process is the 'Seven Principles of Public Life'.

The induction process will then continue with visits to some of our schools and/or attendance at some SSB meetings.

Trustees are expected to attend training and networking events as appropriate to their area of expertise and are welcome to all committee meetings as observers to gain a deeper understanding of the organisation.

Organisational Structure

The governance structure of the Trust is shown below.



A Scheme of Delegated Authority is in place which sets out the responsibilities of all levels of governance within the Trust and includes an appendix which clearly shows the accountability of each body.

The School Standards Board (SSB) is responsible for providing effective support and challenge to school leaders on the educational provision of their school(s), and for supporting the Trust Board in ensuring effective governance of the Trust. The Trust Board is responsible for approving the appointment of Chairs of SSBs.

The CEO has responsibility for the appointment of all Headteacher posts. The trustees are responsible for trust-wide policies and for any changes to Admissions arrangements for any schools within the trust.

The CEO is the Accounting Officer. The Scheme of Delegated Authority and GLF finance policies set out authorisation levels for the schools and the central team. Within schools, some spending control is devolved to appointed budget holders, with limits above which a senior manager must countersign. During the year to 31 August 2023, senior managers were Executive Headteacher, Headteacher, Head of School, Deputy Headteacher or Assistant Headteacher (depending on the size of the schools).

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Organisational Structure (continued)

The current CEO, Jon Chaloner, will be leaving his role at GLF Schools in December 2023, and will be replaced as CEO by Julian Drinkall.

It should also be noted that there is one other entity in the corporate structure of GLF Schools: GLF Solutions. This is a wholly owned, dormant subsidiary.

Arrangements for setting pay and remuneration of key management personnel

There is no pay and remuneration in place for trustees, other than the opportunity to claim expenses (as set out in the Trust's 'Trustees' and Governors' Allowances Policy'). During 2022-23 travel expenses were claimed to the value of £NIL (2021-22: £67).

Pay and remuneration of the CEO is set by the Board of trustees, which delegates this to a separate remuneration committee, which also determines pay and remuneration for the Executive team. All pay and remuneration is set with reference to the Trust's Pay Policies, Teachers' Pay and Conditions (where applicable) and subject to benchmarking with other Trusts, where data is available within annual accounts or recruitment material.

Pay and remuneration for headteachers is again set with reference to Teachers' Pay and Conditions and the Trust's pay policy. Oversight of pay and remuneration across the Trust is performed by the Operations and Provision committee.

Trade union facility time (for period 1 April 2022 to 31 March 2023)

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
6	5.4

Percentage of time spent

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

Percentage of pay bill spent on facility time

Provide the total cost of facility time	£14,696
Provide the total pay bill	£82,310,509
Provide the percentage of the total pay bill spent on facility time	0.02%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	0%
---	----

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Related Parties and other Connected Charities and Organisations

GLF Schools provides services to other schools and academy trusts, primarily education support services. In 2022-23 this included support to the Salterns Academy Trust.

Engagement with employees (including disabled persons)

GLF Schools is committed to providing equal opportunities for all staff and prospective employees and seeks to eliminate unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

This is evident throughout the Trust's Equal Opportunities and Dignity at Work policy, and the Trust's Recruitment and Selection policy.

GLF Schools seeks to maintain positive relationships with employees through provision of information and consultation where appropriate. The Trust has a Trade Union Recognition and Facilities Agreement with the major teaching and support staff unions: NEU., ASCL, NAHT, NASUWT, Community, UNISON and GMB, and meets regularly with representatives. The Trust has consulted with recognised Trade Unions on a number of policies, in line with the policy review schedule. In addition, staff have been consulted in the case of specific staffing restructures. Unions were advised of all such consultations.

GLF Schools engages in regular communication with employees, via written bulletins, shared via school leaders. Key information and documents are also available for staff to access via the staff portal on sharepoint (intranet).

A trust wide staff survey was conducted in the summer term of 2022-23 with outcomes reported to the Operations and Provision committee and we are using this to convene staff focus groups to derive plans of action going forward.

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

GLF Schools seeks to foster positive business relationships with suppliers and customers and engages the following principles to support this:

- transparent and respectful communication with all parties;
- transparent procurement policies and adherence to these;
- published payments practices reporting; and
- regular service meetings for key contracts.

This approach has been particularly important as we have emerged from the Covid-19 pandemic to maintain our relationships with our suppliers and customers, whilst at the same time protecting our own financial position.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

OBJECTIVES AND ACTIVITIES

Objects and Aims

The Academy Trust's objects, as set out in the Articles, are:

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

At GLF Schools we believe in:

- Greater impact through collective action
- Local leadership of education
- Facilitating our children and our staff to be the best they can be

Our Vision is:

- All children and young people will receive the best possible start in life.
- Every child will transition successfully to their next stage of education, training or employment.

Our Mission is:

We exist to serve our communities by providing all children and staff the opportunity to Grow, to Learn and to Flourish.

Objectives, Strategies and Activities

The Trust Board and the Executive team have developed a five-year strategy covering the period to end of AY 2027/2028. Our strategic aims are:

Raising our Level – making improvements so that we deliver excellence in all areas of our work. Even in the strongest areas of practice there is always improvement that can be made. Developing an ethos of excellence throughout the Trust to ensure we are always striving to preserve the best and improve the rest.

Provide more - leverage the benefits of being a large trust to improve the outcomes for disadvantaged and vulnerable children. With financial challenges for schools increasing all the time, alternative sources of funding and resources are needed to be able to ensure that our most disadvantaged and vulnerable learners are receiving the levels of support and opportunity they need.

Ensure operational effectiveness - operate efficiently and effectively to drive financial sustainability and excellent outcomes for children. By ensuring our operations are as efficient and effective as they can be we can direct more of our resources into the classroom where they can directly impact the children.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Objectives, Strategies and Activities (continued)

Priority objectives for FY 2022-23, which was the preparatory year of the five-year strategy, were:

- to focus on and support high quality provision for all children with regard to SEND, well-being and mental health, and ensure our schools deliver excellent outcomes for all;
- to further develop the GLF Schools' Foundation to give wider support for the development of confidence, self-esteem and aspiration for all children, and in particular for our disadvantaged and vulnerable children; and
- to further develop our cluster model to enhance operational effectiveness in order to improve the quality of support for schools and to build financial sustainability.

For the coming year, key objectives are:

- continue to focus on high quality provision for all children with regard to SEND, well-being and mental health;
- implementation of our ambitious and inclusive primary curriculum across all our primary schools;
- develop and begin implementation of a standard secondary curriculum in core subjects across our secondary schools; and
- increase the number of nursery places in our schools and deliver a high-quality early years curriculum through consistent, excellent enabling environments.

Public Benefit

The trustees of GLF Schools confirm that they have complied with their duty in Section 17(5) of the 2011 Charities Act to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

As stated in the Objects and Aims above, GLF Schools exists to advance education for the public benefit. The trustees ensure that the admissions arrangements for all schools within the Trust adhere to the Schools' Admissions Code. All schools within the Trust adopt admissions arrangements which ensures they serve their local communities. Schools within the Trust serve diverse catchment areas.

The secondary object of the Trust is to promote the use of its facilities for the benefit of the inhabitants of the areas surrounding each school. Trustees ensure that appropriate policies and procedures are in place to support schools that provide community use of its facilities, ideally with a focus on parental engagement and provision of extra-curricular activities for pupils from disadvantaged backgrounds.

GLF Schools has not made any charitable donations from monies received by way of funding from the Education Skills Funding Agency, Department for Education, or any other Government Grant. However, during the year the pupils have carried out charitable fund-raising activities (e.g. Christmas Fair, sponsored events, cake making, fun days, and raffles) and have donated the funds raised, in full, to a wide range of local, national and international charities.

Some of the activities of and opportunities provided by the GLF Schools' Foundation support not just our students but their families, for example access to activity weekend breaks and food parcels. Such activities are fully funded via fundraising and not using funding from the Department for Education.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

STRATEGIC REPORT

Achievements and Performance

The Trust made good progress against its strategic objectives for the year.

To focus on and support high quality provision for all children with regard to SEND, well-being and mental health, and ensure our schools deliver excellent outcomes for all:

- working with internal and external experts on Maximising the Impact of TAs, leading to a TA strategy for the Trust;
- increased capacity and expertise centrally and in the primary clusters to ensure appropriate focus and support for our vulnerable learners in all of our schools; and
- development and rollout of an ambitious and inclusive primary curriculum which will improve provision and outcomes for SEND learners.

To further develop the GLF Schools' Foundation to give wider support for the development of confidence, self-esteem and aspiration for all children, and in particular for our disadvantaged and vulnerable children:

- successfully implemented the 3Ps; Projects, Programmes and People Awards;
- £165,000 raised for projects to enhance facilities at our schools and for community use;
- extra-curricular programmes funded in sports, the arts and other areas, especially targeted at disadvantaged children;
- individual people awards to over 80 children to enable them to pursue an activity to develop their skills and/or self esteem; and
- numerous case studies from children and their families who have been positively impacted by the work of the Foundation.

To further develop our cluster model to enhance operational effectiveness in order to improve the quality of support for schools and to build financial sustainability:

- reorganisation of our primary schools into 6 clusters, with cluster level leadership and expert resources, plus shared planning and CPD;
- project to review of the organisation of our secondary schools and design a secondary cluster operational model; and
- project to review our Operations structures and design an Operations organisation to support the new education structures.

Key Performance Indicators

Ofsted inspections 2022-23

In 2022-23 the Trust experienced 17 OFSTED inspections.

Aureus Primary, Cherry Fields, Hillcroft and Rosebery all achieved 'outstanding' gradings. The Beacon has improved its grade within a year and continues work to return to 'good' as soon as possible. The remainder of the schools all achieved 'good' gradings.

The secondary phase continues to be a key area of focus for 2023-24 with a renewed focus on attendance and behaviour.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Key Performance Indicators (continued)

Primary performance data

Outcomes are below for end of reception (Early Years Foundation Stage), Phonics in Years 1 and 2, and the end of Key Stages 1 and 2:

End of reception - Good Level of Development (GLD)

- 30 of the 35 schools have reception cohorts

National	65.0%
GLF average (30 schools)	74.3%

Phonics - Year 1

- 30 of the 35 schools have key stage 1 settings

National	75.0%
GLF average (30 schools)	85.4%

Phonics - Year 2

- 30 of the 35 schools have key stage 1 settings

National	87.0%
GLF average (30 schools)	93.7%

End of Key Stage 1

- 30 of our 35 schools have year 2 cohorts

	Maths	Reading	Writing
National	70.0%	68.0%	60.0%
GLF average (29 schools)	74.1%	71.3%	64.1%

End of Key Stage 2

- 27 of our 35 schools have year 6 cohorts

	Maths	Reading	Writing
National	73.0%	73.0%	71.0%
GLF average (24 schools)	73.0%	75.4%	71.1%

The results show that at both key stage 1 and 2 the Trust continues to perform in line with or better than the national average however the work on phonics has seen an appreciable improvement in the over performance versus national for both year 1 and year 2 with year 1 exceeding national by 10.4% (2022: 6.1%) and year 2 exceeding national by 6.7% (2022: 3.6%).

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Key Performance Indicators (continued)

Secondary performance data

Outcomes are below for Key Stages 4 and 5:

Details		EM Threshold						Progress 8										Attainment 8					
Name	Pupils	Entered		Standard Pass		Strong Pass		Summary						Baskets				Overall	Baskets				
		#	%	4+ both		5+ both		KS2 APS	Entries	%	Score	Adj. Score	# Positive	%	English	Maths	EBacc	Open	Score	English	Maths	EBacc	Open
				#	%	#	%																
Aureus	135	132	97.78	57	42.22	32	23.7	4.57	127	94.07	-0.57	-0.56	38	29.92	-0.40	-0.65	-0.36	-0.85	35.78	8.26	6.58	10.63	10.31
de Stafford School	168	162	96.43	102	60.71	63	37.5	4.82	161	95.83	-0.63	-0.62	51	31.68	-0.44	-0.58	-0.67	-0.77	41.81	9.37	8.26	11.86	12.32
Glyn School	247	247	100	206	83.4	152	61.54	5.04	240	97.17	0.13	0.14	129	53.75	0.06	0.55	0.26	-0.23	54.19	11.21	11.49	16.26	15.22
Meridian High School	106	106	100	53	50	31	29.25	4.75	97	91.51	-0.53	-0.49	42	43.3	-0.69	-0.07	-0.23	-1.03	39.88	8.43	8.47	12.22	10.75
Merstham Park	80	75	93.75	42	52.5	30	37.5	4.74	73	91.25	-0.75	-0.72	24	32.88	-0.84	-0.54	-0.74	-0.83	39.82	8.6	8	11.34	11.88
Rosebery School	228	228	100	202	88.6	174	76.32	5.07	220	96.49	0.64	0.66	162	73.64	0.81	0.67	0.74	0.39	59.82	12.84	11.91	17.82	17.24
The Beacon School	232	227	97.84	155	66.81	113	48.71	4.81	224	96.55	-0.19	-0.18	102	45.54	0.14	0.08	-0.30	-0.48	44.45	10.23	9.15	12.33	12.74
GLF Trust Summary	1196	1177	98.41	817	68.31	595	49.75	4.87	1142	95.48	-0.13	-0.12	548	47.99	-0.02	0.07	-0.06	-0.41	47.33	10.32	9.61	13.85	13.55

A Level Results

	NOR	A*/A	A*-C	A*-E
Beacon	35	9.6%	67.1%	90.4%
Glyn	226	20.6%	71.3%	94.2%
Rosebery	124	40.5%	84.0%	99.4%
Total	393	25.6%	74.6%	95.4%
National	n/a	n/a	75.4%	n/a

Overall, outcomes for GCSE at grade 4 and above nationally in England were 67.8% and in 2023 GLF Schools exceeded this, having been 3% behind the national average in 2022.

On A levels at the grade A* - C, the Trust was less than 1% below the national average for England of 75.4% at 74.6%. This represents an improvement on the prior year where the average of 74% was 8% behind the national average for England of 82.1%.

At both levels this represents pleasing progress in the outcomes for students which the Trust intends to continue to build upon.

Promoting the success of the company

The Trust Board's remit is strategic not operational, and Board decision making is always concerned with the medium to long term impact, particularly on children/students and finances, taking into account the Trust's strategic aims and the overriding Objects of the Trust as set out in its Articles of Association (see Objects and Aims above). This is supported by a robust risk management process and a detailed medium term financial budget.

Our Operations and Provision committee applies oversight to all people-related matters in the Trust, with an emphasis on equality, development, retention, and wellbeing.

We have designed the remit and operation of our SSBs and the information flow between SSBs and the Board to ensure the visibility of the needs and views of local stakeholders. Our SSBs are the Board's conduit to all stakeholders in our schools, including children/students, staff, parents, and the local community. Our SSBs are charged with establishing effective mechanisms to hear and respond to stakeholder voice and informing the Board of the key issues and impacts. Through these mechanisms we ensure the views of our stakeholders are understood and considered in our decision making, and we foster positive collaboration.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Promoting the success of the company (continued)

Trustees, SSB members and staff each have a code of conduct based on best industry practice and tailored to their areas of responsibility. All codes of conduct emphasise the need to act with openness, honesty, integrity, and respect with all stakeholders and with each other, and include the Nolan Principles.

FINANCIAL REVIEW

Most of the Trust's income is obtained from the Department for Education in the form of recurring grants, the use of which is restricted to particular purposes. The grants received during the year ended 31 August 2023 and the associated expenditure are shown in the Statement of Financial Activities ('SOFA'), and are summarised below:

	31 Aug 22	31 Aug 23	Movement
	£m	£m	£m
Income	107.3	152.3	45.0
Expenditure	117.2	125.7	(8.5)
Other recognised gains	50.8	10.2	(40.6)
Net movement in funds	40.9	36.8	(4.1)

At operating level, the Trust achieved a surplus of £0.8m as a direct result of measures taken to preserve funds for the financial headwinds currently facing us and enable us to make the education enhancing changes that we want to make. The SOFA also includes other factors that contribute to the net expenditure in 2022-23:

	2022-23 £m
Net movement in funds	36.8
Add: LGPS pension cost excess (see note 35)	2.1
Less: LGPS actuarial gain (see note 35)	10.2
Less: Net restricted fixed asset funds	27.9
Equals: Operating surplus	0.8

These other elements are:

- the extra pension cost for the local government pension scheme (LGPS) caused by the excess of service cost and finance costs over the annual paid employer contributions plus the actuarial gain on the LGPS scheme; and
- the asset funds which are largely the school condition allocation (SCA) funds less depreciation plus the addition of the valuation for the new Merstham Park School that was fully opened in the year and acquisition of Greenway Junior School.

The pension excess is outside the trust's control, while the latter is managed within the Restricted General Funds. This leaves the operating surplus for the year.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

FINANCIAL REVIEW (continued)

Total funds held by the Trust increased from £233.5m to £270.2m as pension liabilities decreased and we added the Merstham and Greenway schools. As at 31 August, the academy trust held the following Reserves:

	31 Aug 22 £m	31 Aug 23 £m	Movement £m
Unrestricted General Funds (revenue)	2.9	3.2	0.3
Restricted General Funds (revenue)	7.7	8.2	0.5
Uncommitted revenue reserves	10.6	11.4	0.8
Capital Reserves	7.6	6.6	(1.0)
Fixed Asset Fund	226.1	255.0	28.9
Pension Reserve *	(10.8)	(2.8)	8.0
Total reserves	233.5	270.2	36.7

*Pension reserve is included within Restricted General Funds in the SOFA

Revenue Reserves

Income exceeded expenditure by £0.8m in the year, such that revenue reserve funds available increased from £10.6m at August 2022 to £11.4m at August 2023. This result was ahead of budget, reflecting a concerted effort, in the light of funding uncertainties, to preserve funds for future years.

Capital Reserves and Fixed Asset Fund

The majority of our fixed asset funding comes from the School Condition Allocation (SCA) which was reduced to £2.5m from April 2022 as the transitional reliefs were removed. In year we also received £0.8m of funding for energy projects from the Energy Efficiency Fund. This funding became part of a larger investment to roll out photo voltaic cells to all schools. The programme should complete early in 2024. Also a new school building at Merstham was brought into use and we acquired Greenway.

Expenditure charged to this Fund largely comprises depreciation.

Pensions Reserve

The pension deficit for the Local Government Pension Schemes has swung markedly back in the last two years with the schemes now carrying just a £2.8m deficit compared with a deficit of £10.8m last year and a £52.7m deficit at August 2021. This is driven by economic circumstances, notably the increase in interest rates from under 2% at August 2021 to over 5% at August 2023. This has reduced the present value of scheme liabilities. This movement in the liability is driven by economic and accounting considerations and may well reverse in future years.

The fair value of the pension plan assets at 31 August 2023 is £60.37m with five of the eight pension schemes having a surplus of £1.651m in excess of the present value of the defined benefit obligation at that date. This surplus of £1.651m is recognised in the financial statements only to the extent that the academy trust can recover that surplus, either through a reduction in future contributions or through a refund to the academy trust.

On 1 September 2022, the fair value of the pension plan assets of Greenway Academy of £1.387m, which is £0.362m in excess of the present value of the defined benefit obligation of £1.025m. These pension assets of £0.362m are recognised in the financial statements only to the extent that the Trust can recover that surplus, either through a reduction in future contributions or through a refund to the Trust.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

FINANCIAL REVIEW (continued)

Following discussions with actuaries and consultations, the academy trust is not able to determine that future contributions will be reduced. It is not possible for the academy trust to receive a refund, as the conditions for this have not been met. Therefore an asset ceiling surplus of £1.651m is not recognised as an asset at 31 August 2023 as the academy trust is not able to determine that the academy trust will benefit from reduced future contributions or by a refund in the foreseeable future.

Despite the positive movement there remains a deficit. Our working assumption for the LGPS Pension Deficit is that it is likely to be met in the longer term from any combination of increased employer contributions, increased government funding or change to scheme benefits.

The movement in the pension deficit is not controllable by GLF Schools as it depends on the actuarial valuation of the schemes and contribution rates set by Government. Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy trust closure, outstanding Local Government Pension Scheme liabilities for that Trust would be met by the Department for Education.

Going Concern considerations for 2023/24 and beyond

There are a number of factors that are affecting, or have the potential to adversely affect, schools' budgets.

The most significant difficulty in forecasting, particularly over the medium to long term, is having confidence in whether funding will be sufficient to cover inflationary increases in teachers and associates pay.

In addition to inflationary pressures every school needs to cover the costs of staffing increments in a challenging recruitment and retention period. Additionally, we are seeing steadily increasing levels of special educational needs and disabilities (SEND) and Education, Health and Care plans (EHCPs), which are not fully funded. Thirdly demographic reductions provide fewer pupils, and therefore less income, as the school age population continues to decline yet school costs are not linearly related to pupil headcount.

The main challenge for the whole sector continues to be ensuring the provision of a high quality, inclusive education offering, using a finite set of resources, coupled with the impact of ever-changing curriculum and administrative demands.

The trustees are clear that the constraints of school funding mean that strategies and working practices will need to be under constant review to protect the Trust's longer term financial stability. Trustees are committed to ensuring that the Trust ensures that it is operating at its most efficient and will hold the Executive team to account to deliver these efficiencies and value for money.

The trustees and Executive acknowledge that these funding shortfalls are likely to impact the breadth and quality of the education offer that can be provided across the board but perhaps especially for more vulnerable learners.

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. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Reserves Policy

The Trust's policy for reserves is that a minimum un-committed revenue reserve of no less than 5% of total income is retained across GLF Schools.

The Trust has set out the purpose of such reserves as follow:

- a. An unforeseen emergency or unexpected need for funds, e.g. an unexpected large repair bill.
- b. Covering unforeseen day to day operational costs, e.g. employing temporary staff to cover a long-term absence.
- c. A grant not being renewed.
- d. Significant planned commitments or projects that cannot be met by future income alone.
- e. The need to fund short-term deficits in cash flow before a funding grant is received.

Trustees had seen fit in 2021-22, given the uncertainties around school funding, to add a 2% working reserve to the previous requirement for a minimum of 3% to be held. Given the ESFA guidance of 14 November 2023 that schools should hold between 5-20% of income as a revenue reserve, GLF has now confirmed that our minimum position should be 5%.

This leaves us at 31 August 2023 with an uncommitted revenue reserves of £11.4m amounting to 9.8% of total income excluding fixed asset funds (2022: 10.3%). The excess over 5% reflects the good stewardship of our schools over recent years and provides some resilience should funding not cover increases in pay – note 1% of unfunded pay increases would cost GLF approximately £1m and revenue reserves are already being allocated within our 2023/24 budgets to drive the inclusive educational standards whilst also making operational change to ensure our long term educational and financial sustainability.

Sustainability

The ESFA Academies Financial Handbook 2020 introduced the concept of financial sustainability, for which trustees must take ownership (section 1.14). It is unclear over what timeframe this applies, nor exactly what it means. We have sought and will continue to seek clarity on this from the ESFA/DfE.

Trustees and management are confident (as stated above) that we are run on a Going Concern basis as this requires us only to look out one year from the date of these Financial Statements.

As outlined above, sustainability of the Trust is dependent on DfE funding increases being sufficient to cover cost increases. The core element of this (cost inflation v GAG funding increase) is outside the Trust's control. Beyond this demography (falling rolls) and increased SEND / EHCP add to the challenge. The increasing uncertainty in the cost / revenue relationship is such that the Board sees the current level of reserves as a major factor in assuring the Trust's future sustainability.

The Board endeavours to keep focussed on the provision of high quality, inclusive education and manage the funding uncertainty with prudent planning and budgeting, and the continuation of innovative approaches to teaching and support structures.

In addition, there are two particular areas that have the potential to cast doubt on the long-term sustainability of this Trust, and probably many other MATs. Both these areas are also outside the control of the trustees.

Firstly, as noted above, LGPS pension continues to represent a liability. Excess current service cost of the members and financing cost again exceeded contributions (£2m, 2022:£8.9m - see note 35) and is not covered by any government funding. The deficit on the Trust's relevant pension schemes is shown as a negative reserve in the sum of £2.7m. Any requirement for the Trust to fund such a deficit could impact on the sustainability of our operations although this issue has moderated in recent years.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Sustainability (continued)

Secondly, the Trust operates its academies on land and in buildings held on its Balance Sheet. The upkeep and maintenance for these freehold and leasehold properties are funded from the School Condition Allowance (SCA). This is calibrated to be only maintenance funding and it is worth noting that this is substantially less than our depreciation cost. Trustees therefore cannot be sure that the academies' buildings can be maintained in perpetuity and/or replaced at the end of their useful lives. Any failure to do so would render operations unsustainable. The UK Government's Priority Schools Building Programme is designed to address the capital investment needs of schools most in need of urgent repair, however there is no guarantee that it will be available to the Trust's academies when it is needed.

Investment Policy

GLF Schools' main banker is Lloyds Bank. Beyond this the Trust seeks to produce the best financial return within an acceptable level of risk. This means we restrict ourselves to placing cash on deposit with investment grade banks.

Interest from bank accounts is shown in the notes to the Financial Statements.

Principal Risks and Uncertainties

The major risks to which the MAT is exposed are grouped into 4 main areas:

Educational performance:

- poor performance of schools within the MAT affecting outcomes for children; and
- poor performance of schools within the MAT affecting their OFSTED grade.

People:

- teacher and associate recruitment difficulties, which impact on pupil outcomes, quality of the education provision, staff costs and staff retention rates.

Operational:

- insufficient capital funding to address the poor condition of parts of our school estates, particularly those buildings inherited for our sponsored schools;
- failures in Safeguarding or Health and Safety procedures at schools within the MAT causing harm to individuals and exposing the Trust to litigation and reputational harm; and
- insufficient funding and/or resource to respond to growing cyber risk and legislative requirements of GDPR;

Financial:

- lack of a clear and transparent long-term funding commitment for schools coupled with recent unforeseen increases in costs such as energy and greater than forecast salary increases. This exposes the Trust to the risk of unpredicted financial shortfalls, impacting the quality of education that can be delivered. In extremis this may threaten the sustainability of the Trust;
- insufficient support and funding in the system for vulnerable learners, especially those with special educational needs and disabilities. This impacts the Trust's ability to provide those children with the support they require, and also places an additional financial strain;
- falling/low numbers of children of primary age and/or lack of strategic place planning across maintained and academy sectors leading to reduced numbers on roll in our schools; and
- low rolls at new schools due to inaccurate predictions by Local Authorities.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Principal Risks and Uncertainties (continued)

All risks are reflected in the Trust's Risk Register and are reviewed regularly by Board committees who then have responsibility for reporting to the Trust Board. The Audit and Risk committee has overall responsibility for the Risk Register. Each school maintains a school level Risk Register. The key risks above drive the Trust's strategic priorities for the next three years with proactive action being taken (where possible) to mitigate these, for example: thorough due diligence processes; investment in a model of a strong education leadership team combined with cluster working and support to secure excellence at every school; a central recruitment team which is exploring alternative opportunities to attract high quality staff; marketing campaigns for schools with historically low numbers on roll. The Trust's Risk and Control framework ensures that these risks are adequately managed.

FUNDRAISING

Most schools have a Parent Staff Association, or similar, which fundraise for each individual school. These are separate legal entities, registered as separate entities with the Charity Commission.

Some schools invite donations to 'school fund' from parents. These are clearly advertised as voluntary and schools will provide clarity as to the purpose of this funding, for example to support the operation of a school minibus.

The GLF Schools' Foundation is an initiative within the Trust to provide greater opportunity for children, particularly those who are disadvantaged. The Foundation does not operate as a separate entity but is the identity under which GLF Schools fundraises to support children across the Trust. In 2022-23 the Foundation received the commitment of a donation of £100,000 from a philanthropic donor and a donation of £25,000 from The Story of Christmas Appeal, as well as various smaller donations of £20,000 or less. In 2022, the Foundation received a donation of £50,000 from Floreat Education; during 2022-23 £18,357 of this donation was used to support applications to the Foundation's Opportunity Fund, which supports pupils to access extra-curricular opportunities.

The Trust has a fundraising policy in place which supports all these initiatives.

Streamlined Energy and Carbon

UK energy use and associated greenhouse gas emissions

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

Organisational boundary

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those assets owned or operated within the UK only as defined by the operational control boundary. This includes all 42 schools controlled during the reporting period and minibuses along with the mandatory inclusion of scope 3 business travel in employee-owned or hire vehicles (grey fleet).

Reporting period

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

Quantification and reporting methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting.

GLF SCHOOLS
(A Company Limited by Guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Streamlined Energy and Carbon (continued)

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

Energy type	2021/22	2022/23
Mandatory requirements:		
Gas	15,108,251	11,301,315
Purchased electricity from the grid	5,503,567	4,741,378
Transport fuel	207,028	160,252
Total energy (mandatory)	20,818,846	16,202,945
Voluntary requirements:		
Oil	402,570	292,296
Consumed electricity from on-site renewable sources	92,333	554,144
Total energy (voluntary)	494,903	846,440
Total energy (mandatory & voluntary)	21,313,749	17,049,385

Intensity ratio

The intensity measure we are using as a trust assessed the Tonnes of CO₂e emitted per pupil.

Breakdown of emissions associated with the reported energy use (tCO₂e):

Emission source	2021/22	2022/23
Mandatory requirements:		
<u>Scope 1</u>		
Natural gas	2,757.90	2285.80
Transport - Company owned vehicles (mini-buses)	16.70	9.66
<u>Scope 2</u>		
Purchased electricity (location-based)	1,064.30	971.79
<u>Scope 3</u>		
Category 6: Business (grey fleet)	34.60	33.65
Total gross emissions (mandatory)	3,873.5	3,383.96
<u>Intensity ratios (mandatory emissions only)</u>		
Tonnes of CO ₂ e per pupil	0.231	0.200

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Energy efficiency action during current financial year

The trustees are delighted with the progress so far on plans to reduce energy usage and are hopeful that with the full roll out of the PV we can hold onto and further improve on these savings as we see the amount of self-generated power increase.

During the year, the Trust has implemented several measures to reduce energy usage across its schools:

- installed solar PV panels on 22 out of 42 schools, with a further 13 schools planned for 2023-24. This is aimed at reducing annual electricity purchased from the grid by over 25% (approx 1.3million kWh);
- carried out substantial roof replacements on eight schools, including improvements to insulation and windows, improving thermal performance, and reducing gas usage;
- full replacement of lighting with low energy LEDs at one school, with several partial replacements;
- replacement of old gas boilers with new, more energy efficient systems at two schools;
- piloted changes to energy saving policies on IT equipment with the aim to roll these out across the Trust's schools, saving up to 10% of electricity usage;
- adjusted heating and hot water controls to reduce unnecessary usage, especially out of hours, reducing gas usage by 10-15% in the first year; and
- replaced most of the Trust's electricity and gas meters with smart meters to allow live data recording and detailed analysis of energy usage to identify further savings.

PLANS FOR FUTURE PERIODS

As noted in the Objectives, Strategies and Activities section above, the Trust has developed a new five-year strategy. This will be pursued in the coming financial year with a particular focus on the following:

Continue to focus on high quality provision for all children with regard to SEND, well-being and mental health:

- develop and launch an all-phase Inclusion Strategy for the Trust;
- develop a three-year plan for the Children's Services provision; and
- maximise the effective and efficient deployment of Teaching Assistants across our primary schools and their impact.

Implementation of our ambitious and inclusive primary curriculum across all of our primary schools. Develop and begin implementation of a standard secondary curriculum in core subjects across our secondary schools:

- embed the six subjects already introduced in our primary schools and develop the next phase of subjects for implementation next AY; and
- identify and audit the best KS3 curriculum in English, Maths and Science and develop the curriculum so it connects to GCSE and A Level as part of a five-to-seven year pathway.

Increase the number of nursery places in our schools, and deliver a high-quality early years curriculum through consistent, excellent enabling environments:

- open three new nurseries and grow the number of places for two-year olds in our existing nurseries;
- implement a universal language screener for all children in nurseries and reception; and
- identify schools where indoor/outdoor provision does meet the needs of all learners and develop a 'cycle of improvement' plan.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The trust holds no Assets and Funds as Custodian Trustee on behalf of others.

GLF SCHOOLS
(A Company Limited by Guarantee)

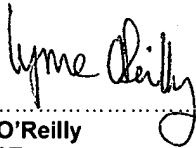
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

AUDITOR

Insofar as the trustees are aware:

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

Trustees' report, incorporating a strategic report, approved by order of the Board of trustees, as the company directors, on 15 December 2023 and signed on the Board's behalf by:



.....
Lynne O'Reilly
Chair of Trustees

GLF SCHOOLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2023

SCOPE OF RESPONSIBILITY

As trustees, we acknowledge we have overall responsibility for ensuring that GLF Schools 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 CEO, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between GLF Schools and the Secretary of State for Education. They are also responsible for reporting to the Board of trustees any material weaknesses or breakdowns in internal control.

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of trustees has formally met eight times during the year. Attendance during the year at meetings of the Board of trustees was as follows:

	Meetings attended	Out of a possible
Jackie Adams	7	7
Ejaz Ali	5	7
Stephen Brown	6	7
Martin Burke	6	7
Colin Charles	7	7
Kieran Cooke	3	7
Daria Kuznetsova	6	7
Teresa Mellor	6	7
Lynne O'Reilly	7	7
Gabrielle O'Meara	7	7

GLF SCHOOLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Governance Reviews

Trustees conducted a self-evaluation including a skills audit, based on the industry-recognised self-evaluation resources provided by the National Governance Association.

The self-evaluation exercise highlighted key strengths:

- the Chair ensures the Board stays strategic and does not shy away from making the right decisions for the trust;
- trustees are involved in the identification and assessment of key strategic risks; and
- Trustees maintain sufficient independence from leaders to allow scrutiny of both their and the organisations performance.

Areas identified for development were:

- stakeholder engagement, and in particular local identity and taking stakeholder views, especially local stakeholders views, into account. Some progress has been made since last year but this is still an area that requires focus, and forms part of the new five year strategy;
- effectiveness of local governance has further improved but there is still work to be done and this will be ongoing during next year; and
- there has only been limited progress on areas for development from last year.

School Standards Boards (SSBs) also carried out a self-evaluation exercise. The main areas for development arising were:

- whilst stakeholder engagement has improved, there are still some SSBs where engagement is limited. Driving improvement in this area will continue to be a focus;
- there are still gaps in the knowledge and understanding of some headteachers of the role and purpose of governance. We will continue the programme of communication and training on governance that our headteachers receive; and
- SSBs feel that trustees need to increase visibility. There is a programme of trustee visits to schools in place, and this will be enhanced with trustees also visiting and joining SSB meetings.

The Chair of trustees continues to work with the chairs of a group of large MATs to support the sharing of best practice and peer review, and attends events organised by the Regional Director's office and the Confederation of Schools Trusts. GLF is leading the subgroup of the large MATs sharing good practice on audit and risk.

The Trust plans to commission an external review of governance during next academic year.

Committees

Audit and Risk committee

The Audit and Risk committee is a sub-committee of the main Board of trustees which meets at least once per term. The Board of trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- strategic oversight of statutory reporting;
- strategic oversight of internal controls and risk management systems;
- strategic oversight of compliance, whistle blowing and fraud; and
- strategic oversight of internal scrutiny across the Trust.

The Board of trustees reviews the Audit and Risk Committee's remit and membership annually.

GLF SCHOOLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Audit and Risk committee (continued)

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Ejaz Ali	2	6
Stephen Brown	6	6
Colin Charles	6	6

Operations and Provision committee

The Operations and Provision committee is a sub-committee of the main Board of trustees which meets at least once per term. The Board of trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- strategic oversight of the Trust's physical estate;
- strategic oversight of employment policies and practices;
- strategic oversight of Information Technology and Information Management within the Trust;
- strategic oversight of growth plans and opportunities; and
- strategic oversight of the Trust's Diversity and Inclusion policy and practices.

The Board of trustees reviews the Operations and Provision's Committee's remit and membership annually. Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Martin Burke	3	3
Jackie Adams	3	3
Daria Kuznetsova	2	3

Education committee

The Education committee is a sub-committee of the main Board of trustees which meets at least once per term. The Board of trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- strategic oversight of the education provision of the Trust;
- strategic oversight of safeguarding within the Trust; and
- strategic oversight of pupil outcomes.

The Board of trustees reviews the Education Committee's remit and membership annually.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Kieran Cooke	4	4
Teresa Mellor	4	4
Gabrielle O'Meara	4	4

GLF SCHOOLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Finance committee

The Finance committee is a sub-committee of the main Board of trustees which meets at least three times per year. The Board of trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- strategic oversight of the Trust's annual and three-year budget setting process with a focus on financial sustainability;
- strategic oversight of the Trust's performance against the approved budget with a focus on the efficient and effective use of financial resources; and
- strategic oversight of the Trust's fundraising strategy and approved investment projects.

The Board of trustees reviews the Finance Committee's remit and membership annually.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Martin Burke	4	4
Colin Charles	4	4
Lynne O'Reilly	4	4

Remuneration committee

The Remuneration committee is a sub-committee of the main Board of trustees which meets as required. The Board of trustees has defined its terms of reference, prescribed the extent of its delegated authority and ensures that it receives minutes of the committee's meetings. The committee is accountable for:

- monitoring of CEO performance against agreed objectives and determination of any applicable change to remuneration;
- strategic oversight of the remuneration of executive leaders of the Trust to ensure transparency, fairness, and value for money; and
- strategic oversight of the Trust's approach to pay and conditions of executive leaders to ensure the Trust remains in line with good practice in the sector.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Jackie Adams	6	7
Stephen Brown	7	7
Lynne O'Reilly	7	7

GLF SCHOOLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Conflict of Interest

The Trust maintains a Conflicts of Interest Policy which is reviewed annually by the Audit and Risk committee of the Trust Board.

The Trust manages conflicts of interest by ensuring that:

- there is systematic capturing of annual Declarations of Interests and maintaining an up-to-date register of interests;
- conflicted individuals/organisations are removed from the decision-making process. This will include, but is not limited to, the original decision to enter into a contract with a related party, periodic contract performance reviews and/or contract renegotiation/renewal;
- competitive procurement procedures are followed in line with the Trust's procurement policy; and
- decision making is based on a value for money assessment.

REVIEW OF VALUE FOR MONEY

As accounting officer, the CEO has responsibility for ensuring that the academy trust delivers good value in the use of public resources and ensures that strong cost and spending controls are in place. The accounting officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

The accounting officer considers how the academy trust's use of its resources has provided good value for money during each academic year, and reports to the Board of trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

- increasing the number and size of the GLF wide procurement exercises to ensure best value in cleaning, catering, broadband and management information systems;
- continued investment in resource to support our schools in maximising numbers on roll, thus supporting the financial sustainability of the Trust and ensuring that teaching resource is benefitting the maximum number of children;
- developing our treasury function to maximise our returns from higher interest rates;
- ensuring that our SCITT programme provides a stream of new teachers for our schools, and schools elsewhere; and
- developing our Teaching School Hub, which has expanded our high-quality professional development offer beyond our own schools to benefit all schools within West Sussex.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively, and economically. The system of internal control has been in place in GLF Schools for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements.

GLF SCHOOLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

CAPACITY TO HANDLE RISK

The Board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of trustees.

THE RISK AND CONTROL FRAMEWORK

The academy trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability, all of which is guided and reviewed through the Audit and Risk Committee. In particular, it includes:

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

Our internal scrutiny programme for 2022-23 has been led by JD Education Financial Services (JDEFS). The programme included financial and non-financial elements. The non-financial areas covered were a GDPR review and assessment of our payroll processes (both conducted by independent parties).

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

The academy trust can confirm that they are attending to any issues raised from the internal scrutiny programme.

GLF SCHOOLS
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

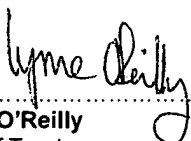
REVIEW OF EFFECTIVENESS

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

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

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

Approved by order of the members of the Board of trustees on 15 December 2023 and signed on its behalf by:


.....
Lynne O'Reilly
Chair of Trustees


.....
Jon Chaloner
Accounting Officer

GLF SCHOOLS
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE
FOR THE YEAR ENDED 31 AUGUST 2023

As accounting officer of GLF Schools I have considered my responsibility to notify the academy trust's Board of trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement in place between the academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2022, including responsibilities 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 terms and conditions of funding under the academy trust's funding agreement and the Academy Trust Handbook 2022.

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



.....
Jon Chaloner
Accounting Officer

15 December 2023

GLF SCHOOLS
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2023

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

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

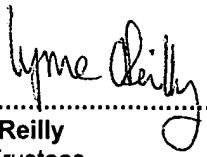
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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


.....
Lynne O'Reilly
Chair of Trustees
Date: 15 December 2023

GLF SCHOOLS
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GLF SCHOOLS

Opinion

We have audited the financial statements of GLF Schools (the 'academy') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2023 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 2022 to 2023 issued by the Education and Skills Funding Agency.

Basis for opinion

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

GLF SCHOOLS
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GLF SCHOOLS (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the Academy 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 Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

GLF SCHOOLS
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GLF SCHOOLS (CONTINUED)

Responsibilities of trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- Enquiry of management around actual and potential litigation and claims;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing internal audit reports;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

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. This description forms part of our Auditor's Report.

GLF SCHOOLS
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF GLF SCHOOLS (CONTINUED)

Use of our report

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



BIANCA SILVA BA ACA DChA (Senior Statutory Auditor)

for and on behalf of

MHA, Statutory Auditor

Maidenhead, United Kingdom

Date: 20 December 2023

MHA is the trading name of MacIntyre Hudson LLP, a limited liability partnership in England and Wales (Registered number OC312313)

GLF SCHOOLS
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GLF
SCHOOLS AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 18 October 2023 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by GLF Schools during the year 1 September 2022 to 31 August 2023 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of GLF Schools's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of GLF Schools's funding agreement with the Secretary of State for Education dated 26 January 2016 and the Academy Trust Handbook, extant from 1 September 2022, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2022 to 2023. 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 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

GLF SCHOOLS
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GLF
SCHOOLS AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- reviewing the minutes of the meetings of the Governing Body and other evidence made available to us, relevant to our consideration of regularity;
- a review of the objectives and activities of the Academy, with reference to the income streams and other information available to us as auditors of the Academy;
- testing a sample of payroll payments to staff;
- testing a sample of payments to suppliers and other third parties;
- consideration of governance issues;
- evaluating the internal control procedures and reporting lines, testing as appropriate and making appropriate enquiries of the Accounting Officer.

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 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Reporting Accountant
MHA, Statutory Auditor

Maidenhead, United Kingdom

Date: 20 December 2023

GLF SCHOOLS
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2023**

		Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
	Note					
Income from:						
Donations and capital grants	3	-	454	36,795	37,249	4,605
Other trading activities	5	957	219	-	1,176	865
Investments	6	321	-	-	321	2
Charitable activities	4	6,811	105,738	-	112,548	100,946
Teaching schools	32	-	957	-	957	867
Total income		8,089	107,368	36,795	152,252	107,285
Expenditure on:						
Raising funds		14	-	-	14	52
Charitable activities	8	7,753	107,959	9,076	124,789	116,290
Teaching schools		-	896	-	896	867
Total expenditure		7,767	108,855	9,076	125,698	117,209
Net income/ (expenditure)		322	(1,487)	27,719	26,554	(9,924)
Transfers between funds	21	(35)	(95)	130	-	-
Other recognised gains:						
Actuarial gains on defined benefit pension schemes		-	10,202	-	10,202	50,775
Net movement in funds		287	8,620	27,849	36,756	40,851
Reconciliation of funds:						
Total funds brought forward		2,870	(3,136)	233,731	233,465	192,614
Net movement in funds		287	8,620	27,849	36,756	40,851
Total funds carried forward		3,157	5,484	261,580	270,221	233,465

The Statement of Financial Activities includes all gains and losses recognised in the year.
The notes on pages 40 to 89 form part of these financial statements.

GLF SCHOOLS
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07551959

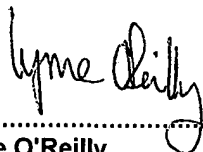
BALANCE SHEET
AS AT 31 AUGUST 2023

	Note	2023 £000	2022 £000
Fixed assets			
Tangible assets	16	255,003	226,115
		<u>255,003</u>	<u>226,115</u>
Current assets			
Debtors	17	3,900	4,319
Cash at bank and in hand		25,246	25,407
		<u>29,146</u>	<u>29,726</u>
Creditors: amounts falling due within one year	18	(11,101)	(11,530)
Net current assets		<u>18,045</u>	<u>18,196</u>
Total assets less current liabilities		<u>273,048</u>	<u>244,311</u>
Creditors: amounts falling due after more than one year	19	(11)	(20)
Provisions for liabilities	20	(135)	-
Defined benefit pension scheme liability	35	(2,681)	(10,826)
Total net assets		<u><u>270,221</u></u>	<u><u>233,465</u></u>
Funds of the Academy			
Restricted funds:			
Fixed asset funds	21	261,580	233,731
Restricted income funds	21	8,165	7,690
Pension reserve	21	(2,681)	(10,826)
Total restricted funds	21	<u>267,064</u>	<u>230,595</u>
Unrestricted income funds	21	<u>3,157</u>	<u>2,870</u>
Total funds		<u><u>270,221</u></u>	<u><u>233,465</u></u>

GLF SCHOOLS
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07551959

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2023

The financial statements on pages 36 to 89 were approved and authorised for issue by the Trustees and are signed on their behalf, by:



.....
Lynne O'Reilly
Chair of Trustees
Date: 15 December 2023

The notes on pages 40 to 89 form part of these financial statements.

GLF SCHOOLS
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £000	2022 £000
Cash flows from operating activities			
Net cash provided by operating activities	23	308	2,747
Cash flows from investing activities	25	(457)	(431)
Cash flows from financing activities	24	(12)	(29)
		<u> </u>	<u> </u>
Change in cash and cash equivalents in the year		(161)	2,287
Cash and cash equivalents at the beginning of the year		25,407	23,120
Cash and cash equivalents at the end of the year	26, 27	<u><u>25,246</u></u>	<u><u>25,407</u></u>

The notes on pages 40 to 89 form part of these financial statements

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

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, 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 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

GLF Schools 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 to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.3 Income

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

- **Grants**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability.

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

- **Donations**

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

- **Other income**

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

- **Donated goods, facilities and services**

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

- **Transfer of existing academies into the Academy**

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

- **Donated fixed assets (excluding transfers on conversion or into the Academy)**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.3 Income (continued)

in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy's accounting policies.

1.4 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

These are costs incurred on the Academy's educational operations, including support costs and costs relating to the governance of the Academy 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; 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 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 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 Intangible assets

Intangible assets costing £5k or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment.

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.8 Tangible fixed assets

Assets costing £5k 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:

Depreciation is provided on the following bases:

Freehold buildings	- Between 5 and 50 years
Leasehold land	- 125 years
Leasehold buildings	- Between 5 and 60 years
Furniture and equipment	- 5 years
Computer equipment	- Between 4 and 5 years
Motor vehicles	- 5 years

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

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

1.9 Debtors

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

1.10 Cash at bank and in hand

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

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

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

1.12 Provisions

Provisions are recognised when the Academy has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.13 Financial instruments

The Academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy 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 17. Prepayments are not financial instruments.

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

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

1.14 Operating leases

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

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.15 Pensions

Retirement benefits to employees of the Academy 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 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 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.

At the year end, although the present value of the defined benefit obligation at 31 August 2023 is £61.4m, which is £1.0m in excess of the fair value of the pension plan assets at that date of £60.4m, contained within this overall liability position of £1.0m are pension assets of £1.7m. When the Scheme gives rise to a potential asset position, the Trustees are required to assess the basis for recognising an asset on the balance sheet against the FRS102 criteria, this being "An entity shall recognise the 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 refunds from the plan." In using the word "shall", the emphasis is placed upon the Trust to consider the value of such an asset, rather than whether an asset should be recognised in the first instance. Accordingly, the Trust has considered the value at which they can benefit from either (1) refunds from the plan or (2) reduced contributions. As the Trust intends to continue to participate in the LGPS, the likelihood of a refund being due from the Scheme has been deemed as remote and not practically achievable. Secondly, the Trust has undertaken an exercise to assess the Minimum Fund Requirement (MFR) due to the Scheme in order to calculate the net present value of the asset which will be the value of a perpetuity of the future service cost minus the present value of the employer contributions. The outcome of this calculation has shown that the Trust is unlikely to gain economic benefit from a reduction in future contributions.

Accordingly, the Trust has not recognised an asset ceiling surplus of £1.7m increasing the net liability position at the year ended 31 August 2023 from £1.0m to £2.7m.

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

1. Accounting policies (continued)

1.16 Agency arrangements

The academy trust acts as an agent in distributing Initial Teacher Training funding from DfE. Payments received from DfE and subsequent payments are excluded from the statement of financial activities as the academy trust does not have control over the charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 30.

The academy trust acts as an agent in distributing Schools Direct grant funding from DfE for schools which are outside of GLF Schools. Payments received from DfE and subsequent payments are excluded from the statement of financial activities as the academy trust does not have control over the charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 30.

1.17 Fund accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the funders where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Department for Education Group.

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

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The pension scheme surplus is recognised in the balance sheet to the extent to which it can be recovered through reduces contributions in the future or through refunds to the plan. Further details in note 35.

Critical areas of judgment:

The academy trust participates in the Teacher's Pension Scheme (TPS) for qualifying employees. Under the definitions set out in FRS 102, this is a multi-employer pension scheme. There is insufficient information about the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets in the financial statements and therefore the plan is accounted for as a defined contribution scheme (see note 35).

The judgements that have had a significant effect on amounts recognised in the financial statements are those concerning the choice of depreciation policies and asset lives.

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

3. Income from donations and capital grants

	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Donations	454	32,170	32,624
Devolved formula capital grant	-	403	403
Other ESFA capital grants	-	4,054	4,054
Other LA capital grants	-	152	152
Insurance income	-	16	16
	<u>454</u>	<u>36,795</u>	<u>37,249</u>

Included within restricted fixed asset donations of £32.2m is £28.3m of land and buildings donated to Merstham Park School on 1 September 2022, and £3.6m of land and buildings at Greenway Academy which was transferred into the trust on 1 September 2022.

	<i>Restricted funds 2022 £000</i>	<i>Restricted fixed asset funds 2022 £000</i>	<i>Total funds 2022 £000</i>
Donations	497	156	653
Devolved formula capital grant	-	388	388
Other ESFA capital grants	-	2,500	2,500
Other LA capital grants	-	1,055	1,055
Insurance income	-	9	9
	<u>497</u>	<u>4,108</u>	<u>4,605</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

4. Funding for the Academy's charitable activities

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
DfE/ESFA grants			
General Annual Grant (GAG)	-	86,582	86,582
Other DfE/ESFA grants			
Pupil Premium	-	3,992	3,992
UFSM	-	1,470	1,470
Teachers pay and pension grants	-	233	233
Supplementary grant	-	2,517	2,517
Others	-	2,769	2,769
	-	97,563	97,563
Other Government grants			
LA revenue grants	-	7,457	7,457
Other grants	-	74	74
	-	7,531	7,531
Other income from educational operations	6,811	-	6,811
COVID-19 additional funding (DfE/ESFA)			
Other DfE/ESFA COVID-19 funding	-	643	643
	6,811	105,737	112,548

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

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

	<i>Unrestricted funds 2022 £000</i>	<i>Restricted funds 2022 £000</i>	<i>Total funds 2022 £000</i>
DfE/ESFA grants			
General Annual Grant (GAG)	-	80,914	80,914
Other DfE/ESFA grants			
Pupil Premium	-	3,747	3,747
UFSM	-	1,280	1,280
Teachers Pay and Pension grants	-	368	368
Supplementary grant	-	1,012	1,012
Others	-	1,252	1,252
	-	88,573	88,573
Other Government grants			
LA revenue grants	-	6,946	6,946
Other grants	-	40	40
	-	6,986	6,986
Other income from educational operations	4,700	-	4,700
COVID-19 additional funding (DfE/ESFA)			
Other DfE/ESFA COVID-19 funding	-	605	605
COVID-19 additional funding (non-DfE/ESFA)			
Other COVID-19 funding	-	83	83
	4,700	96,247	100,947

5. Income from other trading activities

	<i>Unrestricted funds 2023 £000</i>	<i>Restricted funds 2023 £000</i>	<i>Total funds 2023 £000</i>
Insurance claims	-	219	219
Hire of facilities / other lettings	957	-	957
	957	219	1,176

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

5. Income from other trading activities (continued)

	<i>Unrestricted funds 2022 £000</i>	<i>Restricted funds 2022 £000</i>	<i>Total funds 2022 £000</i>
Insurance claims	-	90	90
Hire of facilities / other lettings	775	-	775
	<u>775</u>	<u>90</u>	<u>865</u>

6. Investment income

	Unrestricted funds 2023 £000	Total funds 2023 £000
Short term deposits	<u>321</u>	<u>321</u>

	<i>Unrestricted funds 2022 £000</i>	<i>Total funds 2022 £000</i>
Short term deposits	<u>2</u>	<u>2</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

7. Expenditure

	Staff Costs 2023 £000	Premises 2023 £000	Other 2023 £000	Total 2023 £000
Expenditure on fundraising trading activities:				
Direct costs	-	-	-	-
Allocated support costs	-	-	14	14
Academy's educational operations:				
Direct costs	76,025	-	9,021	85,046
Allocated support costs	14,257	9,330	16,156	39,743
Teaching school	704	-	192	896
	<u>90,986</u>	<u>9,330</u>	<u>25,383</u>	<u>125,699</u>
	Staff Costs 2022 £000	Premises 2022 £000	Other 2022 £000	Total 2022 £000
Expenditure on fundraising trading activities:				
Direct costs	47	-	-	47
Allocated support costs	-	-	5	5
Academy's educational operations:				
Direct costs	68,850	-	8,123	76,973
Allocated support costs	19,792	6,589	12,939	39,320
Teaching school	654	-	213	867
	<u>89,343</u>	<u>6,589</u>	<u>21,280</u>	<u>117,212</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total 2023 £000
Academy's educational operations:	7,753	117,036	124,789

	<i>Restricted funds 2022 £000</i>	<i>Total 2022 £000</i>
Academy's educational operations:	116,293	116,293

9. Analysis of expenditure by activities

	Activities undertaken directly 2023 £000	Support costs 2023 £000	Total funds 2023 £000
Academy's educational operations:	85,046	39,743	124,789

	<i>Activities undertaken directly 2022 £000</i>	<i>Support costs 2022 £000</i>	<i>Total funds 2022 £000</i>
Academy's educational operations:	76,973	39,320	116,293

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

9. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2023 £000	<i>Total funds 2022 £000</i>
Staff costs	76,025	68,850
Educational supplies	4,501	3,633
Examination fees	711	585
Staff expenses	120	89
Staff development	356	378
Other staff costs	70	84
Educational consultancy	963	665
Technology costs	1,407	1,588
Other direct costs	893	1,101
	<u>85,046</u>	<u>76,973</u>

Analysis of support costs

	Total funds 2023 £000	<i>Total funds 2022 £000</i>
Pension finance costs	2,057	8,883
Staff costs	12,201	10,910
Depreciation	8,666	7,929
Technology costs	180	458
Premises costs	9,330	6,591
Governance costs	63	81
Legal costs	135	69
Other support costs	7,111	4,399
	<u>39,743</u>	<u>39,320</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

10. Analysis of specific expenses

Included within expenditure are the following transactions:

	Total £000	Individual items above £5,000 Amount £000	Reason
Gifts made by the Academy	1	-	
Unrecoverable debts	2	-	

11. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2023 £000	2022 £000
Operating lease rentals	325	343
Depreciation of tangible fixed assets	8,666	7,929
Fees paid to auditor for:		
- audit	51	50
- other services	30	25
	<u>8,746</u>	<u>8,347</u>

12. Staff

a. Staff costs

Staff costs during the year were as follows:

	2023 £000	2022 £000
Wages and salaries	66,675	60,227
Social security costs	6,296	5,728
Pension costs	14,024	12,761
FRS102 pension adjustments	2,057	8,883
	<u>89,052</u>	<u>87,599</u>
Agency staff costs	1,863	1,677
Staff restructuring costs	71	67
	<u>90,986</u>	<u>89,343</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

12. Staff (continued)

a. Staff costs (continued)

Staff restructuring costs comprise:

	2023 £000	2022 £000
Redundancy payments	36	-
Severance payments	35	67
	<u>71</u>	<u>67</u>

b. Severance payments

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

	2023 No.
£0 - £25,000	1
£25,001 - £50,000	1
	<u>2</u>

c. Special staff severance payments

Included in staff restructuring costs are special severance payments totalling £35k (PY: £67k). Individually, the payments were: £5k and £30k.

d. Staff numbers

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

	2023 No.	2022 No.
Teachers	1,003	986
Administration and support	1,663	1,575
Management	61	60
	<u>2,727</u>	<u>2,621</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

12. Staff (continued)

e. Higher paid staff

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

	2023 No.	2022 No.
In the band £60,001 - £70,000	53	43
In the band £70,001 - £80,000	19	18
In the band £80,001 - £90,000	7	13
In the band £90,001 - £100,000	12	3
In the band £100,001 - £110,000	3	4
In the band £110,001 - £120,000	3	2
In the band £120,001 - £130,000	1	-
In the band £200,001 - £210,000	1	1

f. Key management personnel

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £1.2m (2022 - £1.1m).

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

13. Central services

The Academy has provided the following central services to its academies during the year:
Support on governance, policy and safeguarding issues, Education and behaviour management support, HR, Estates Management, Finance and IT.

The Academy charges for these services on the following basis:

The trust charged a fee for these services based primarily on a charge to each school of £424 per pupil, and £212 for nursery pupils. This was varied with some schools paying extra to enable schools with particular challenges to be assisted. There is also an additional charge in 2022-23 relating to investment fees, based upon proportion of total income in the Trust, excluding deficit schools.

The actual amounts charged during the year were as follows:

	2023	2022
	£000	£000
Aureus Primary School	166	116
Aureus School	282	240
Banstead Infant School	120	106
The Beacon School	610	538
Cherry Fields Primary School	39	12
Chestnut Primary School	276	237
Cordwalles Junior School	96	82
Cuddington Croft Primary School	209	175
Danetree Primary School	391	307
de Stafford School	375	317
Floreat Montague Park School	183	154
Floreat Wandsworth School	144	134
Forge Wood Primary School	163	117
Frogmore Junior School	97	82
Glyn School	788	684
Hammond School	147	126
Hardwick Primary School	93	88
Hillcroft Primary School	198	169
Kilnwood Vale Primary School	73	47
Lightwater Village School	80	70
Lime Tree Primary School	196	175
Longford Park Primary School	82	67
Manor Primary School	145	143
Marden Lodge Primary School	102	88
Meridian High School	298	254
Merstham Park School	254	166
Merstham Primary School	98	82
Pine Ridge Infant and Lorraine School	83	68

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

13. Central services (continued)

Rosebery School	674	577
Salfords Primary School	153	140
Southgate Primary School	128	136
Springfield Primary School	180	154
The Vale Primary School	74	66
Warlingham Village Primary School	98	84
Warren Mead Infant School	85	89
Warren Mead Junior School	133	120
Wheatfield Primary School	90	82
Whyteleafe Primary School	204	173
William Morris Primary School	82	65
Windmill Primary School	89	78
Greenway Academy	152	-
Total	7,930	6,608

14. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 August 2023, no Trustee expenses have been incurred (2022 - £67).

15. Trustees' and Officers' insurance

The Academy 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 £10m. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme membership.

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

16. Tangible fixed assets

	Freehold Land and Buildings £000	Leasehold Land and Buildings £000	Assets under construction £000	Furniture and equipment £000	Computer equipment £000	Motor vehicles £000	Total £000
Cost or valuation							
At 1 September 2022	80,342	194,295	2,664	3,918	4,266	95	285,580
Additions	(43)	29,328	3,685	237	655	-	33,862
Transfers into trust	-	3,632	-	61	-	-	3,693
Transfers between classes	-	850	(850)	-	-	-	-
At 31 August 2023	80,299	228,105	5,499	4,216	4,921	95	323,135
Depreciation							
At 1 September 2022	21,222	31,083	-	3,530	3,569	62	59,466
Charge for the year	2,303	5,645	-	230	479	9	8,666
At 31 August 2023	23,525	36,728	-	3,760	4,048	71	68,132
Net book value							
At 31 August 2023	56,774	191,377	5,499	456	873	24	255,003
At 31 August 2022	59,120	163,212	2,664	388	697	34	226,115

Leasehold land and buildings

The freehold of these land and buildings is owned by the respective Local Authorities. These are recognised in the accounts as the academy trust has the right to use the property.

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

16. Tangible fixed assets (continued)

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

Fixed asset additions

The acquisition of the freehold land and buildings of Greenway Academy which was donated to the trust at a value of £3.6m.

The taking up of a leasehold on school land and buildings for £28.3m over a term of 125 years at Merstham Park School.

Reinforced Autoclaved Aerated Concrete (RAAC)

RAAC has been confirmed to be present in one building at Danetree Primary School which is separate from the main block. The Trustees have agreed to not impair the building as they are expecting that the repairs required to put the building back into serviceable standard will be paid for by the DfE.

School Rebuilding Programme (SRP)

In February 2021 Greenway Academy was granted money under the DfE SRP for the school to be rebuilt. As at 31 August 2023, planning permission has been granted but no building work has yet commenced.

17. Debtors

	2023	2022
	£000	£000
Due within one year		
Trade debtors	394	749
Other debtors	76	29
Prepayments and accrued income	2,562	3,054
VAT recoverable	868	487
	<u>3,900</u>	<u>4,319</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

18. Creditors: Amounts falling due within one year

	2023	2022
	£000	£000
Other loans	10	12
Trade creditors	1,608	798
Amounts owed to other participating interests	370	1,238
Other taxation and social security	1,570	1,419
Other creditors	2,442	2,277
Accruals and deferred income	5,101	5,786
	<u>11,101</u>	<u>11,530</u>
	2023	2022
	£000	£000
Deferred income at 1 September 2022	2,111	2,016
Resources deferred during the year	1,984	2,111
Amounts released from previous periods	(2,111)	(2,016)
	<u>1,984</u>	<u>2,111</u>

Deferred income represents funding received specifically for next financial year, together with trips and activities income received in advance.

Included within loans in both Creditors: amounts falling due within one year and Creditors: amounts falling due in greater than one year is a loan of £30k from Salix Finance Ltd. The £30k loan is due to be paid back in 2 years. The loan is interest free.

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

	2023	2022
	£000	£000
Other loans	10	20
Other creditors	1	-
	<u>11</u>	<u>20</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

20. Provisions

	Health & Safety incident £000
Additions	135
	<hr/> 135 <hr/>

During the year, an obligation arose to pay a penalty following a health and safety incident. This is estimated to be £135k and to be paid during 2024. However, the amount could change based on the penalty range and the timing of the payment is dependent on the review process. No reimbursement is expected.

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
Unrestricted funds						
Unrestricted funds	2,870	8,088	(7,766)	(35)	-	3,157
Restricted general funds						
General Annual Grant (GAG)	6,208	86,582	(84,871)	(95)	-	7,824
DfE/ESFA Pupil Premium	91	3,992	(4,083)	-	-	-
UFSM	-	1,470	(1,470)	-	-	-
Teachers Pay and Pension	-	233	(233)	-	-	-
Other DfE/ESFA grants	1,114	5,286	(6,400)	-	-	-
COVID Catch-up funding	-	-	-	-	-	-
Other DfE/ESFA Covid	-	643	(643)	-	-	-
LA revenue grants	-	7,457	(7,457)	-	-	-
Other government grants	-	74	(74)	-	-	-
COVID-19 funding (non DfE)	-	-	-	-	-	-
Other restricted funds	277	672	(669)	-	-	280
Teaching school	-	-	-	-	-	-
Teaching school Hub	-	957	(896)	-	-	61
Pension reserve	(10,826)	-	(2,057)	-	10,202	(2,681)
	(3,136)	107,366	(108,853)	(95)	10,202	5,484

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds (continued)

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
Restricted fixed asset funds						
Devolved Formula Capital	537	403	(36)	(238)	-	666
Other ESFA capital funding	5,786	4,054	(142)	(5,118)	-	4,580
LA capital grants	51	152	-	(53)	-	150
Capital funds on transfer of existing academies	67	-	-	-	-	67
Capital funds transferred on conversion	41	-	-	-	-	41
Capital donations	135	32,170	(75)	(32,165)	-	65
Other capital funds	999	16	(157)	147	-	1,005
Fixed asset fund	226,115	-	(8,666)	37,557	-	255,006
	233,731	36,795	(9,076)	130	-	261,580
Total Restricted funds	230,595	144,161	(117,929)	35	10,202	267,064
Total funds	233,465	152,249	(125,695)	-	10,202	270,221

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

21. Statement of funds (continued)

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

The General Annual Grant represents funding received from the Education and Skills Funding Agency during the period in order to fund the continuing activities of the school. Under the funding agreement with the Secretary of State, the academy trust was not subject to limits on the amount of GAG that it could carry forward at 31 August 2023.

DfE/ESFA Pupil Premium, UIFSM (Universal Infant Free School Meals), Teachers Pay and Pension Grants and Other DfE/ESFA grants represent other forms of funding received from the Department for Education and Skills Funding Agency.

LA Revenue grants represents various grant funding provided by Local Authorities.

Other Government grants represents various grant funding provided by government which are not included in Other DfE/ESFA funding.

Other restricted funds represent amounts given to the academy trust for specific revenue purposes.

The Teaching School shows the income, expenditure and fund balance related to the Teaching School and SCITT run by GLF Schools. The Teaching School Hub shows the income, expenditure and fund balance related to the Teaching School Hub and SCITT run by GLF Schools.

The pension reserve fund separately identifies the pension deficit on the Local Government Pension Scheme, and through which all the movements on the pension scheme are recognised.

Devolved Formula Capital represents funding provided by the Department for Education to be used for capital projects. This funding may be used for specific capital projects which are not considered to be fixed asset additions.

Other ESFA capital funding represents funding provided by the Department for Education to be used for capital projects, specifically School Condition Allowance (SCA) funding.

LA capital funding represents funding provided by Local Authorities to be used for capital projects.

Capital funds on transfer on conversion represents capital funds which were held by existing academy schools on the date they transferred to join GLF Schools and the subsequent movement on these funds.

Capital donations are funds which have been donated to GLF Schools to be used for capital purposes.

Donated Fixed Assets represents the value of fixed assets donated to the academy trust by a Local Authority when a new build school is built and provided to the academy trust at no cost to GLF Schools.

Other capital funds are capital funds held at 31 August 2023 to be used for capital purposes in the future.

The Fixed Asset fund recognises the net book value of tangible and fixed assets transferred to the trust on conversion and additions since conversion.

Unrestricted funds represent other income to the academy trust which is not received as funding or with a specific purpose.

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds (continued)

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

	<i>Balance at 1 October 2021 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Transfers in/out £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2022 £000</i>
Unrestricted funds						
Unrestricted funds	2,868	5,477	(5,475)	-	-	2,870
Restricted general funds						
General Annual Grant (GAG)	3,963	80,914	(78,156)	(513)	-	6,208
DfE/ESFA Pupil Premium	90	3,747	(3,746)	-	-	91
UIFSM	-	1,280	(1,280)	-	-	-
Teachers Pay and Pension	-	368	(368)	-	-	-
Other DfE/ESFA grants	106	2,263	(1,255)	-	-	1,114
COVID Catch-up funding	265	-	(265)	-	-	-
Other DfE/ESFA Covid	-	605	(605)	-	-	-
LA revenue grants	-	6,946	(6,946)	-	-	-
Other government grants	-	40	(40)	-	-	-
COVID-19 funding (non DfE)	-	83	(83)	-	-	-
Other restricted funds	10	587	(320)	-	-	277
Teaching school	211	-	-	(211)	-	-
Teaching school Hub	-	867	(867)	-	-	-
Pension reserve	(52,718)	-	(8,883)	-	50,775	(10,826)
	<u>(48,073)</u>	<u>97,700</u>	<u>(102,814)</u>	<u>(724)</u>	<u>50,775</u>	<u>(3,136)</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds (continued)

**Restricted fixed
asset funds**

Devolved Formula Capital	833	388	-	(684)	-	537
Other ESFA capital funding	5,855	2,500	(428)	(2,141)	-	5,786
LA capital grants	168	1,055	-	(1,172)	-	51
Capital funds on transfer of existing academies	78	-	-	(11)	-	67
Capital funds transferred on conversion	41	-	-	-	-	41
Capital donations	-	156	-	(21)	-	135
Other capital funds	1,176	9	(563)	377	-	999
Fixed asset fund	229,668	-	(7,929)	4,376	-	226,115
	<u>237,819</u>	<u>4,108</u>	<u>(8,920)</u>	<u>724</u>	<u>-</u>	<u>233,731</u>
Total Restricted funds	<u>189,746</u>	<u>101,808</u>	<u>(111,734)</u>	<u>-</u>	<u>50,775</u>	<u>230,595</u>
Total funds	<u><u>192,614</u></u>	<u><u>107,285</u></u>	<u><u>(117,209)</u></u>	<u><u>-</u></u>	<u><u>50,775</u></u>	<u><u>233,465</u></u>

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2023 were allocated as follows:

	2023	2022
	£000	£000
Aureus Primary School	239	165
Aureus School	(539)	(453)
Banstead Infant School	183	174
The Beacon School	506	817
Cherry Fields Primary School	(46)	(9)
Chestnut Park Primary School	1,663	1,435
Cordwalles Junior School	478	432
Cuddington Croft Primary School	835	592
Danetree Primary School	681	675
de Stafford School	1,970	1,610
Floreat Montague Park School	273	410
Floreat Wandsworth School	286	197
Forge Wood Primary School	(140)	(91)
Frogmore Junior School	(60)	11
Glyn School	1,010	840
Hammond School	(423)	(334)
Hardwick Primary School	146	166
Hillcroft Primary School	804	742
Kilnwood Vale Primary School	(44)	107
Lightwater Village School	(399)	(245)
Lime Tree Primary School	397	371
Longford Park Primary School	(596)	(471)
Manor Primary School	(155)	(5)
Marden Lodge Primary School	133	69
Meridian High School	1,254	854
Merstham Park School	314	370
Merstham Primary School	15	77
Pine Ridge Infant and Lorraine School	182	223
Rosebery School	757	927
Salfords Primary School	112	64
Southgate Primary School	(249)	(243)
Springfield Primary School	50	36
The Vale Primary School	(108)	(19)
Warlingham Village Primary School	185	175
Warren Mead Infant School	45	51

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds (continued)

	2023	2022
	£000	£000
Warren Mead Junior School	368	349
Wheatfield Primary School	201	292
Whyteleafe Primary School	446	382
William Morris Primary School	(840)	(749)
Windmill Primary School	359	416
GLF Schools Central	1,085	150
Greenway Academy	(56)	-
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	11,322	10,560
Restricted fixed asset fund	261,580	233,731
Pension reserve	(2,681)	(10,826)
	<hr/>	<hr/>
Total	270,221	233,465
	<hr/> <hr/>	<hr/> <hr/>

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

21. Statement of funds (continued)

Aureus School is carrying a net deficit of £539k on these funds. Oversupply of pupil places (as local schools have been able to open more capacity) has resulted in lower than expected numbers on roll. Extremely high levels of SEND are impacting the financial position.

Cherry Fields Primary School is carrying a net deficit of £46k on these funds. Oversupply of pupil places in the local area has resulted in lower than expected numbers on roll and the school is a growing one dependent on local housing development. Extremely high levels of SEND are impacting the financial position.

Forge Wood Primary School is carrying a net deficit of £140k on these funds. Lower than expected pupil numbers in the early years of this growing school have impacted the financial position.

Frogmore Junior School is carrying a net deficit of £60k on these funds.

Hammond School is carrying a net deficit of £423k on these funds and Lightwater Village School is carrying a net deficit of £399k. Ongoing shortage of pupils due to oversupply of school places in the local area has driven an unbalanced financial model across these two federated schools.

Kilwood Vale Primary School is carrying a net deficit of £44k on these funds.

Longford Park Primary School is carrying a net deficit of £596k on these funds, which is a result of lower than expected pupil numbers in the first years of opening, and oversupply of pupil places in the local area.

Manor Primary School is carrying a net deficit of £155k on these funds as the number on roll has slipped over the years and is now less than 90% of the published admission number (PAN).

Southgate Primary School is carrying a net deficit of £249k on these funds. The school joined the Trust in July 2017 as a sponsored school; low pupil numbers and staff turnover have impacted the financial position.

The Vale Primary School is carrying a net deficit of £108k on these funds. The school is in a community removed geographically from the towns around and has suffered from the closure of an army facility in the last few years.

William Morris Primary School is carrying a net deficit of £840k on these funds. The school joined the Trust in February 2016 as a sponsored school and was operating in a deficit position. With a legacy of underachievement, a significant level of investment was required to achieve the 'Outstanding' Ofsted judgement in September 2018. Historic low pupil numbers against a PAN of 25 underpinned the historic financial picture but the school has been redeveloped to allow classes of 30 and now the greatest challenge impacting the school's financial position remains the extreme levels of SEND supported within the school community.

Greenway Academy is carrying a net deficit of £56k on these funds.

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2023 £000
Aureus Primary School	1,407	108	90	730	2,335
Aureus School	3,119	307	484	591	4,501
Banstead Infant School	949	120	77	178	1,324
The Beacon School	5,901	647	864	1,377	8,789
Cherry Fields Primary School	479	91	41	126	737
Chestnut Park Primary School	2,549	224	198	539	3,510
Cordwalles Junior School	830	164	86	172	1,252
Cuddington Croft Primary School	1,632	167	154	347	2,300
Danetree Primary School	3,133	247	308	706	4,394
de Stafford School	3,637	600	451	764	5,452
Floreat Montague Park School	1,699	200	211	371	2,481
Floreat Wandsworth School	1,335	266	143	365	2,109
Forge Wood Primary School	1,350	158	96	236	1,840
Frogmore Junior School	789	87	120	161	1,157
Glyn School	7,242	852	1,201	1,549	10,844
Hammond School	1,150	111	134	207	1,602
Hardwick Primary School	821	174	65	160	1,220
Hillcroft Primary School	1,776	125	98	311	2,310
Kilnwood Vale Primary School	869	131	70	174	1,244
Lightwater Village School	702	109	53	165	1,029
Lime Tree Primary School	1,725	130	109	255	2,219
Longford Park Primary School	955	171	71	163	1,360
Manor Primary School	1,332	146	118	262	1,858
Marden Lodge Primary School	938	97	49	210	1,294
Meridian High School	3,074	573	482	826	4,955
Merstham Park School	2,585	409	313	540	3,847
Merstham Primary School	832	120	86	161	1,199
Pine Ridge Infant and Lorraine School	1,021	153	85	158	1,417
Rosebery School	6,337	558	797	1,314	9,006

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds (continued)

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2023 £000
Salfords Primary School	1,473	178	114	248	2,013
Southgate Primary School	1,307	94	118	295	1,814
Springfield Primary School	1,449	187	163	308	2,107
The Vale Primary School	732	85	63	134	1,014
Warlingham Village Primary School	821	103	70	147	1,141
Warren Mead Infant School	847	92	39	174	1,152
Warren Mead Junior School	913	100	159	191	1,363
Wheatfield Primary School	746	87	91	175	1,099
Whyteleafe Primary School	1,796	135	154	376	2,461
William Morris Primary School	882	171	73	139	1,265
Windmill Primary School	774	109	91	174	1,148
GLF Schools Central	3,424	3,670	707	1,378	9,179
Greenway Academy	1,153	188	125	165	1,631
Academy	76,485	12,444	9,021	17,022	114,972

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds (continued)

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

	<i>Teaching and educational support staff costs £000</i>	<i>Other support staff costs £000</i>	<i>Educational supplies £000</i>	<i>Other costs excluding depreciation £000</i>	<i>Total 2022 £000</i>
Aureus Primary School	1,165	84	85	187	1,521
Aureus School	2,847	258	420	458	3,983
Banstead Infant School	933	111	44	171	1,259
The Beacon School	5,768	577	576	700	7,621
Cherry Fields Primary School	368	67	59	92	586
Chestnut Park Primary School	2,238	222	187	325	2,972
Cordwalles Junior School	804	151	68	134	1,157
Cuddington Croft Primary School	1,570	163	98	308	2,139
Danetree Primary School	2,666	261	223	576	3,726
de Stafford School	3,366	546	358	445	4,715
Floreat Montague Park School	1,437	212	180	282	2,111
Floreat Wandsworth School	1,402	187	162	285	2,036
Forge Wood Primary School	1,068	134	101	190	1,493
Frogmore Junior School	705	78	125	133	1,041
Glyn School	7,072	786	866	906	9,630
Hammond School	1,112	114	131	173	1,530
Hardwick Primary School	732	123	59	125	1,039
Hillcroft Primary School	1,651	122	137	248	2,158
Kilnwood Vale Primary School	531	85	88	136	840
Lightwater Village School	657	95	50	156	958
Lime Tree Primary School	1,680	117	135	240	2,172
Longford Park Primary School	741	129	64	133	1,067
Manor Primary School	1,290	151	105	226	1,772
Marden Lodge Primary School	973	95	78	170	1,316
Meridian High School	2,937	580	413	590	4,520
Merstham Park School	1,778	233	252	179	2,442
Merstham Primary School	842	106	68	132	1,148
Pine Ridge Infant and Lorraine School	900	155	71	171	1,297
Rosebery School	5,942	575	831	735	8,083
Salfords Primary School	1,409	149	106	173	1,837

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

21. Statement of funds (continued)

	<i>Teaching and educational support staff costs £000</i>	<i>Other support staff costs £000</i>	<i>Educational supplies £000</i>	<i>Other costs excluding depreciation £000</i>	<i>Total 2022 £000</i>
Southgate Primary School	1,293	105	127	246	1,771
Springfield Primary School	1,431	187	212	303	2,133
The Vale Primary School	708	93	72	134	1,007
Warlingham Village Primary School	771	115	85	115	1,086
Warren Mead Infant School	814	101	48	143	1,106
Warren Mead Junior School	918	86	65	122	1,191
Wheatfield Primary School	663	91	81	139	974
Whyteleafe Primary School	1,727	139	145	422	2,433
William Morris Primary School	770	121	55	122	1,068
Windmill Primary School	718	73	88	153	1,032
GLF Schools Central	2,905	3,382	1,083	1,057	8,427
Academy	69,302	11,159	8,201	11,735	100,397

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Tangible fixed assets	-	-	255,003	255,003
Current assets	3,157	19,412	6,577	29,146
Creditors due within one year	-	(11,101)	-	(11,101)
Creditors due in more than one year	-	(11)	-	(11)
Provisions for liabilities and charges	-	(2,816)	-	(2,816)
Total	3,157	5,484	261,580	270,221

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	-	-	226,115	226,115
Current assets	2,869	19,240	7,616	29,725
Creditors due within one year	-	(11,530)	-	(11,530)
Creditors due in more than one year	-	(20)	-	(20)
Provisions for liabilities and charges	-	(10,826)	-	(10,826)
Total	2,869	(3,136)	233,731	233,464

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

23. Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2023 £000	2022 £000
Net income/(expenditure) for the year (as per Statement of Financial Activities)	26,554	(9,924)
Adjustments for:		
Depreciation	8,666	7,929
Capital grants from DfE and other capital income	(36,779)	(3,943)
Interest receivable	(321)	(2)
Defined benefit pension scheme cost less contributions payable	1,595	7,951
Defined benefit pension scheme finance cost	462	932
Decrease/(increase) in debtors	419	(736)
(Decrease)/increase in creditors	(288)	540
Net cash provided by operating activities	308	2,747

24. Cash flows from financing activities

	2023 £000	2022 £000
Repayments of borrowing	(12)	(29)
Net cash used in financing activities	(12)	(29)

25. Cash flows from investing activities

	2023 £000	2022 £000
Dividends, interest and rents from investments	321	2
Purchase of tangible fixed assets	(5,387)	(4,376)
Capital grants from DfE Group	4,457	2,888
Capital funding received from Local Authorities	152	1,055
Net cash used in investing activities	(457)	(431)

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

26. Analysis of cash and cash equivalents

	2023 £000	2022 £000
Cash in hand and at bank	25,246	25,407
Total cash and cash equivalents	25,246	25,407

27. Analysis of changes in net debt

	At 1 September 2022 £000	Cash flows £000	At 31 August 2023 £000
Cash at bank and in hand	25,407	(161)	25,246
Debt due within 1 year	(12)	2	(10)
Debt due after 1 year	(20)	10	(10)
	25,375	(149)	25,226

28. Members' liability

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

29. Related party transactions

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

S Reid, a Member, is a director of Steven Reid Coaching Limited, which provided a mental health workshop at Merstham Park School during the year, for which there was a charge of £259.

No related party transactions took place in the period of account, other than certain trustee's remuneration and expenses already disclosed in note 14.

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

30. Agency arrangements

The academy trust administers the disbursement of Initial Teacher Training bursaries, on behalf of the DfE. In the year ended 31 August 2023 the trust received £155k (2022: £305k) and disbursed £155k (2022: £318k) from the fund. An amount of £nil (£13k) (including brought forward from prior years) is included in creditors relating to amounts due from the DfE at 31 August 2023.

The academy trust administers the disbursement of School Direct grant funding, on behalf of the DfE, to schools outside of GLF Schools. In the year ended 31 August 2023 the trust received £15k (2022: £Nil), and disbursed £15k (2022: £Nil) from the fund. An amount of £85k (2022: £92k) (including brought forward from prior years) is included in creditors relating to undistributed funds which are due to schools outside of GLF Schools at 31 August 2023.

31. Transfer of existing academies into the academy

Greenway Academy

	Value reported by transferring trust £000	Transfer in recognised £000
Tangible fixed assets		
Long-term leasehold property	3,632	3,632
Furniture and equipment	61	61
Net assets	<u>3,693</u>	<u>3,693</u>

On 1 September 2022, the fair value of the pension plan assets of Greenway Academy of £1.4m, which is £362k in excess of the present value of the defined benefit obligation of £1.0m. These pension assets of £362k are recognised in the financial statements only to the extent that the Trust can recover that surplus, either through a reduction in future contributions or through a refund to the Trust.

Following discussions with actuaries and consultations, the Trust is not able to determine that future contributions will be reduced. It is not possible for the Trust to receive a refund, as the conditions for this have not been met. Therefore an asset ceiling surplus of £362k is not recognised as an asset on transfer of Greenway Academy into the Trust on 1 September 2022 as the Trust is not able to determine that it will benefit from reduced future contributions or by a refund in the foreseeable future.

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

32. Teaching school trading account

	2023 £000	2023 £000	2022 £000	2022 £000
Income				
Direct income				
DfE/ESFA Teaching Schools Grants	246		220	
Other activities	711		647	
Total direct income	<u>957</u>		<u>867</u>	
Total income		957		867
Expenditure				
Direct expenditure				
Direct staff costs	461		405	
Other direct costs	79		70	
Staff development	(23)		-	
Total direct expenditure	<u>517</u>		<u>475</u>	
Other expenditure				
Other staff costs	243		249	
Other support costs	132		141	
Governance costs	4		3	
Total other expenditure	<u>379</u>		<u>393</u>	
Total expenditure		896		868
Surplus/(deficit) from all sources		61		(1)
Teaching school balances at 1 September 2022		(1)		-
Teaching school balances at 31 August 2023		<u>60</u>		<u>(1)</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

33. Capital commitments

	2023 £000	2022 £000
Contracted for, but not provided in the financial statements	1,804	595

34. Operating lease commitments

At 31 August 2023 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £000	2022 £000
Not later than 1 year	215	216
Later than 1 year and not later than 5 years	149	197
	364	413

GLF SCHOOLS

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

35. Pension and similar obligations

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 Surrey County Council (Banstead Infant School, The Beacon School, Cordwalles Junior, Cuddington Croft Primary, Danetree Primary, de Stafford School, GLF Central, Glyn School, Hammond Junior, Hillcroft Primary, Lime Tree Primary, Lightwater Village, Marden Lodge Primary, Merstham Park School, Merstham Primary School, Pine Ridge Infant and Nursery School and Lorraine Schools, Rosebery, Salfords Primary, Springfield Primary, The Vale Primary, Warlingham Village Primary, Warren Mead Infant, Warren Mead Junior and Whyteleafe Primary), Croydon Council (Chestnut Park Primary and Meridian High), Hampshire County Council (Frogmore Junior School), Oxfordshire County Council (Aureus Primary School, Aureus School, Cherry Fields Primary School, Hardwick Primary, Longford Park Primary, Manor Primary and William Morris), West Sussex County Council (Forge Wood Primary, Greenway, Kilnwood Vale Primary and Southgate Primary), Wandsworth Council (Floreat Wandsworth) and Royal County of Berkshire (Floreat Montague Park, Wheatfield Primary and Windmill Primary). Both schemes are multi-employer defined-benefit schemes.

The latest quadrennial actuarial valuation of the TPS related to the period ended 31 March 2016. As detailed below, the TPS valuation based on April 2020 data has not yet been implemented. This is scheduled to take place in April 2023. The latest triennial actuarial valuation of the LGPS related to the period 31 March 2019. The LGPS valuation based on March 2022 data is expected to be implemented during 2022/23.

Contributions amounting to £1.6m were payable to the schemes at 31 August 2022 (2022: £1.5m) and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS or scheme) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended), and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership.

Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in the regulations made under the Superannuation Act (1972) and Public Service Pensions Act (2013) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - contributions from members, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Acts.

GLF SCHOOLS

(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pension increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

As a result of the latest scheme valuation employer contributions were increased in September 2019 from a rate of 16.4% to 23.6%. Employers also pay a charge equivalent to 0.08% of pensionable salary costs to cover administration expenses.

The latest valuation was released on 27 October 2023. Employer contribution rates will increase by 5% from 23.6% to 28.6% with effect from 1 April 2024.

The pension costs paid to TPS in the period amounted to £9.6m (2022: £8.9m).

A copy of the latest valuation report is on the Teachers' Pension Scheme website at the following location:

<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>

Scheme Changes

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, rejected the Government's application for permission to appeal the Court of Appeal's ruling and subsequently referred the case to an Employment Tribunal to determine a remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

Since then, claims have also been lodged against the main public service schemes including the TPS. The Department has conceded those in line with the rest of the government. In July 2020 HM Treasury launched a 12-week public consultation which will provide evidence to support the delivery of an appropriate remedy for the affected schemes, including TPS.

A final remedy will be determined once the results of the consultation are established.

In December 2019, a further legal challenge was made against the TPS relating to an identified equalities issue whereby male survivors of opposite-sex marriages and civil partnerships are treated less favourably than survivors in same-sex marriages and civil partnerships. The Secretary of State for Education agreed not to defend the case. In June 2020, the Employment Tribunal recorded its findings in respect of the claimant. DfE is currently working to establish what changes are necessary to address this discrimination.

Any impact of these events will be taken into account when the next scheme valuation is implemented. This is scheduled to be implemented in April 2023, based on April 2020 data.

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

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

35. Pension and similar obligations (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £5.0m (2022: £4.6m), of which employer's contributions totalled £3.8m (2022: £3.5m) and employees' contributions totalled £1.2m (2022: £1.1m).

The agreed contribution rates for future years are different for the different Local Authorities and the schools within those Local Authorities. The table below gives a summary of this information:

	Contribution Rates		
	Employees %	Employers % from 1 April 2022	Employers % from 1 April 2023
Berkshire			
Floreat Montague Park	5.5 - 12.5	21.6	22.6
Wheatfield Primary School	5.5 - 12.5	21.6	22.6
Windmill Primary School	5.5 - 12.5	21.6	22.6
Croydon			
Chestnut Park Primary School	5.5 - 12.5	16.4	16.4
Meridian High School	5.5 - 12.5	17.0	17.0
Hampshire			
Frogmore Junior School	5.5 - 12.5	18.9	17.9
Oxfordshire			
Aureus Primary School	5.5 - 12.5	18.1	18.1
Aureus School	5.5 - 12.5	18.1	18.1
Cherry Fields Primary School	5.5 - 12.5	18.1	18.1
Hardwick Primary School	5.5 - 12.5	18.1	18.1
Longford Park Primary School	5.5 - 12.5	18.1	18.1
Manor Primary School	5.5 - 12.5	18.1	18.1
William Morris Primary School	5.5 - 12.5	18.1	18.1
Wandsworth			
Floreat Wandsworth	5.5 - 12.5	19.0	19.0
West Sussex			
Forge Wood Primary School	5.5 - 12.5	21.7	20.7
Kilnwood Vale Primary School	5.5 - 12.5	21.7	20.7

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

35. Pension and similar obligations (continued)

	Employees %	Contribution Rates	
		Employers % from 1 April 2022	Employers % from 1 April 2023
Southgate Primary School	5.5 - 12.5	21.7	20.7
Greenway Academy	5.5 - 12.5	21.7	20.7
Surrey			
Banstead Infant School	5.5 - 12.5	20.0	20.0
The Beacon School	5.5 - 12.5	20.0	20.0
Cordwalles Junior School	5.5 - 12.5	20.0	20.0
Cuddington Croft Primary School	5.5 - 12.5	20.0	20.0
Danetree Junior School	5.5 - 12.5	20.0	20.0
de Stafford School	5.5 - 12.5	20.0	20.0
Glyn School	5.5 - 12.5	20.0	20.0
Hammond Junior School	5.5 - 12.5	20.0	20.0
Hillcroft Primary School	5.5 - 12.5	20.0	20.0
Lightwater Village School	5.5 - 12.5	20.0	20.0
Lime Tree Primary School	5.5 - 12.5	20.0	20.0
Lorraine School	5.5 - 12.5	20.0	20.0
Marden Lodge Primary School	5.5 - 12.5	20.0	20.0
Merstham Park School	5.5 - 12.5	20.0	20.0
Merstham Primary School	5.5 - 12.5	20.0	20.0
Pine Ridge Infant and Nursery	5.5 - 12.5	20.0	20.0
Rosebery School	5.5 - 12.5	20.0	20.0
Salfords Primary School	5.5 - 12.5	20.0	20.0
Springfield Primary School	5.5 - 12.5	20.0	20.0
The Vale Primary School	5.5 - 12.5	20.0	20.0
Warlingham Village Primary School	5.5 - 12.5	20.0	20.0
Whyteleafe Primary School	5.5 - 12.5	20.0	20.0
Warren Mead Infant School	5.5 - 12.5	20.0	20.0
Warren Mead Junior School	5.5 - 12.5	20.0	20.0
GLF Schools	5.5 - 12.5	20.0	20.0

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

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

35. Pension and similar obligations (continued)

Principal actuarial assumptions

	At 31 August 2023		At 31 August 2022	
	Top of Range	Bottom of Range	Top of Range	Bottom of Range
Rate of increase in salaries	4.45%	2.95%	3.95%	3.05%
Rate of increase for pensions in payment / inflation	3.00%	2.90%	3.05%	2.70%
Discount rate for scheme liabilities	5.25%	5.20%	4.25%	4.10%
Inflation assumption (CPI)	3.00%	2.90%	3.05%	2.70%

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

	At 31 August 2023		At 31 August 2022	
	Top of Range	Bottom of Range	Top of Range	Bottom of Range
<i>Retiring today</i>				
Males	22.3	20.4	22.9	21
Females	24.7	23.2	25.4	23.8
<i>Retiring in 20 years</i>				
Males	22.8	21.0	24.7	22.3
Females	26.4	24.6	27.1	25.3

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

35. Pension and similar obligations (continued)

The academy trust's share of the assets and liabilities in the scheme and the expected rates of return were:

	Fair value at 31 August 2023 £'000	Fair value at 31 August 2022 £'000
Equities	44,298	38,677
Gilts	8,172	7,610
Other bonds	215	179
Property	5,382	4,697
Cash	2,156	1,007
Target Return Portfolio	-	1
Infrastructure	137	99
Longevity Insurance	(50)	(37)
Multi-asset Fund	57	65
Other	-	40
Total market value of assets	60,370	52,338
Present value of scheme liabilities		
- Funded	(61,400)	(63,164)
Asset ceiling	(1,651)	
Surplus/(deficit) in the scheme	(2,681)	(10,826)

The actual return on scheme assets was a loss of £2.8m (2022: a loss of £2.7m).

Amounts recognised in the statement of financial activities

	2023 £'000	2022 £'000
Current service cost (net of employee contributions)	5,867	11,769
Net interest cost	461	931
Administration expenses	1	1
Total operating charge	6,329	12,701

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

35. Pension and similar obligations (continued)

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

	2023 £'000	2022 £'000
At 1 September	63,164	103,085
Transferred in on existing academies joining the trust	1,025	-
Current service cost	5,867	11,769
Interest cost	2,840	1,795
Employee contributions	1,309	1,163
Actuarial (gain)/loss	(12,019)	(53,839)
Estimated benefits paid net of transfers in	<u>(786)</u>	<u>(809)</u>
At 31 August	<u>61,400</u>	<u>63,164</u>

Changes in the fair value of academy's share of scheme assets:

	2023 £'000	2022 £'000
At 1 September	52,338	50,367
Transferred in on existing academies joining the trust	1,387	-
Interest income	2,379	864
Return on plan assets (excluding net interest on the net defined pension liability)	(970)	(3,064)
Actuarial gain/(loss)	442	-
Administration expenses	(1)	(1)
Employer contributions	4,272	3,818
Employee contributions	1,309	1,163
Estimated benefits paid plus unfunded net of transfers in	(786)	(809)
Surplus not recognised - asset ceiling	<u>(1,651)</u>	<u>-</u>
At 31 August	<u>58,719</u>	<u>52,338</u>

GLF SCHOOLS
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

35. Pension and similar obligations (continued)

Reconciliation of opening and closing deficit				
	2023		2022	
	£'000	£'000	£'000	£'000
Pension deficit at 1 September		(10,826)		(52,718)
Current service cost	(5,867)		(11,769)	
Employer contributions	4,272		3,818	
Additional pension cost		(1,595)		(7,951)
Other finance costs		(462)		(932)
Deficits transferred from existing academy trusts		362		-
Deficits transferred on conversion of new schools		-		-
Actuarial gains/(losses)		11,491		50,775
Asset ceiling		(1,651)		
Pension deficit at 31 August		(2,681)		(10,826)

The fair value of the pension plan assets at 31 August 2023 is £60.4m, with five of the eight pension schemes having a surplus of £1.7m in excess of the present value of the defined benefit obligation at that date. This surplus of £1.7m is recognised in the financial statements only to the extent that the academy trust can recover that surplus, either through a reduction in future contributions or through a refund to the academy trust.

On 1 September 2022, the fair value of the pension plan assets of Greenway Academy of £1.4m, which is £362k in excess of the present value of the defined benefit obligation of £1.0m. These pension assets of £362k are recognised in the financial statements only to the extent that the Trust can recover that surplus, either through a reduction in future contributions or through a refund to the Trust.

Following discussions with actuaries and consultations, the academy trust is not able to determine that future contributions will be reduced. It is not possible for the academy trust to receive a refund, as the conditions for this have not been met. Therefore an asset ceiling surplus of £1.7m is not recognised as an asset at 31 August 2023 as the academy trust is not able to determine that the academy trust will benefit from reduced future contributions or by a refund in the foreseeable future.