

Aletheia Academies Trust
(A company limited by guarantee)

Annual Report and Financial Statements

For the Year Ended 31 August 2025

Aletheia Academies Trust
(A company limited by guarantee)

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Reference and Administrative Details
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Members

Bishop of Rochester – (J. Gibbs)
Archdeacon of Rochester (The Rev. S. McCalla)
Area Dean of Gravesend (The Rev. M. Payne)
Rochester Diocesan Board of Education (Mr J. Constanti) (resigned 31/08/2025)
Rochester Diocesan Board of Education (Ms G. Hitch) (appointed 01/09/2025)
Chair of Trustees (Mr M. Till)

Trustees

Mr M. Till, Chair of Trustees
Mr S. Carey, Accounting Officer *
Mr A.J. Smith
Mr W. Johnson *
Mrs H. Overton
Mr J. Holt *
Mr A.K. Sharman
Mr G. Sandher
Mr C. Pearson *
Mrs M. Nadesan
Mrs S. Humphreys *
Father M. Payne (resigned 31/3/2025)
Mr S. Ray *
Mr G. Holden (appointed 28/10/2025)
Ms H. Gibbs (appointed 11/07/2025)

* Members of the Audit & Risk Committee and Finance Committee

Company registered number 07801612 (England and Wales)

Principal and registered office Saint George's Church of England School, Meadow Road
Gravesend, Kent. DA11 7LS

Trust Executive Team

Mr. S. Carey, Chief Executive Officer, Accounting Officer, Executive Headteacher
Mr. T. Muggridge, Director of Education
Mr. A. Oldershaw, Director of Education
Mr. T. Seath, Chief Finance Officer (resigned 31/08/2025)
Mrs. J. Barker-Platt, HR Director
Mr. N. Thomas, Operations Officer
Mrs C James, Company Secretary & Governance Lead

Independent auditors

UHY Hacker Young
Chartered Accountants, Statutory Auditors
Thames House, Roman Square
Sittingbourne, Kent. ME10 4BJ

Bankers

Lloyds Bank
78 New Road, Gravesend
Kent. DA11 0AR

Solicitors

Stone King LLP
Boundary House
91 Charterhouse Street
Clerkenwell
London EC1M 6HR

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Trustees' Report
For the Year Ended 31 August 2025

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

Opportunities to grow the Trust continue to be explored, Knole Academy joined the Trust on 1 September 2024, Gravesend Grammar School and Whitehill Primary joined the Trust on 1 March 2025. The Academy Trust operates 1 Junior academy, 11 primary academies, 2 secondary academies and 1 all-through academy in North-West Kent and Medway;

Cliffe Woods Primary School
Ditton Church of England Junior School
Gravesend Grammar School
Halling Primary School
Holy Trinity Church of England Primary School
Horton Kirby Church of England Primary School
Knole Academy
Rosherville Church of England Primary School
Sedley's Church of England Primary School
Shorne Church of England Primary School
St Botolph's Church of England Primary School
St George's Church of England School (all-through)
Stone St. Mary's Church of England Primary School
Sutton-at-Hone Church of England Primary School
Whitehill Primary School

The Academy Trust has a combined pupil capacity of 8,861* and had a roll of 8,629 in the May 2025 school census

*Pupil capacity is based on open year groups

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee (registration number 07801612) and an exempt charity, and its memorandum and articles of association are the primary governing documents of the Trust.

The Trustees of Aletheia Academies Trust are also the directors for the purposes of company law. Details of the Trustees who served during the year are included in the Reference and Administrative Details on page 1.

Members' Liability

Each member of the Academy Trust undertakes to contribute to the assets of the 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

The Academy Trust maintains Trustees' and officers' liability insurance which gives appropriate cover for any legal action brought against its Trustees. The Academy Trust has also granted indemnities to each of its Trustees and other officers to the extent permitted by law. Qualifying third party indemnity provisions (as defined by section 234 of the Companies Act 2006) were in force during the period and remain in force, in relation to certain losses and liabilities which the Trustees or other officers may incur to third parties in the course of acting as Trustees or officers of the Academy Trust.

Details of the insurance cover are provided in note 16 to the financial statements.

Method of Recruitment and Appointment or Election of Trustees

Potential new Trustees are identified by the Board (ensuring that their skills and experience are complementary to those of existing Trustees) and recommended to Members. The Members appoint a minimum of 5 Trustees. The Chief Executive Officer is treated for all purposes as being a Trustee.

In circumstances where each academy does not have on its Local Governing Board at least 2 Governors who are parents of pupils attending it (elected by parents of pupils currently registered in it, or, if not filled by elections, appointed by the Trustees), there shall be a minimum of 2 parent Trustees appointed by the Members.

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Policies and procedures adopted for the induction and training of Trustees

During the year under review the full Board of Trustees met 4 times and as a sub-committee on 11 occasions. There were a minimum of 3 full Local Governing Board meetings held at each Academy plus various committee meetings.

The training and induction provided for new Trustees depends on their previous experience. Where necessary, the induction process will provide training on charity, educational, legal, safeguarding and financial matters. All new Trustees are welcome to visit the academies and to meet with staff and students. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally no more than one or two new Trustees a year, induction tends to be done informally and is tailored specifically to the individual.

Organisational Structure

There is a clear organisational structure to control the way in which the Trust is run. The governance structure consists of three levels: the Members, the Trustees, and the Local Governors (including Headteachers and Heads of School) at each Academy. The management structure consists of the Management Board (Senior Management Team) and senior leadership teams at each Academy. The aim of the organisational structure is to devolve responsibility and encourage involvement in decision-making at all levels.

The Trustees make decisions about the strategic direction of the Trust; hold the executive to account for the performance of academies and their pupils and staff; and oversee the Trust's financial performance. They provide direction to the Local Governing Boards, which are responsible for performance of the individual academies and the use of their budgets.

The Management Board comprises the CEO/Accounting Officer, all Head Teachers & Heads of School, Directors of Education, Trust Improvement Officers, Chief Finance Officer, Operations Officer, HR Director and Governance Lead. These managers control the Academy Trust at an operational level, implementing the policies laid down by the Trustees or (at a single-academy level) by Governors, and reporting back to them. Individual Budget Holders within the Management Board are responsible for the authorisation of spending up to a level delegated to them within agreed budgets and the appointment of staff, although Appointment Boards for senior posts in the Trust Central Team must include Trustee representation, and for posts in Academy Senior Leadership Teams must always contain Governor representation. Some spending control is devolved to members of individual Academy Senior Leadership Teams, with limits above which a member of the Management Board must countersign.

The Local Governing Bodies and the Head Teachers or Heads of School control the academies on a day-to-day basis.

Arrangements for setting pay and remuneration of key management personnel

The key management personnel of the Academy Trust comprise of the Executive Team as disclosed on page 1.

The CEO is a trustee, but only receives remuneration in respect of services provided under the contract of employment, and not in respect of the role as a Trustee. Specific disclosures concerning CEO remuneration are included in note 14.

All details of setting pay and remuneration of key management personnel are set out in the Pay Policy and Staff Performance Management Policy which are reviewed annually by the Board of Trustees.

Remuneration of key management personnel is set at an individual level. CEO remuneration is reviewed by a panel of Trustees. Head Teacher and Head of School remuneration is reviewed annually by the CEO and Chair of the relevant Local Governing Body. The remuneration of other key management staff is reviewed by the CEO.

Where possible, the Trustees have taken external professional advice which includes benchmarking, market trends and advice on structuring of incentives. Senior management salaries are linked to pay spines, enabling Trustees to delegate to the CEO approval of individual remuneration at an appropriate level. As such, salaries are linked to factors such as length of service and experience. Total remuneration packages include employer pension contribution rates at specific approved rates.

The Board always bears in mind the charitable status of the Academy Trust and it recognises the fact that the Trust receives funding under a funding agreement with the Secretary of State for Education. It therefore ensures the remuneration paid to senior management personnel never exceeds a reasonable amount that provides value for money to the Trust. The performance of senior management personnel is reviewed on a regular basis to ensure continuing value for money.

Total remuneration paid to senior management personnel is set out in note 13(d).

Trade union facility time

There is no Member of staff, either part- or full-time, that is paid for being a Union representative.

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Related Parties and other Connected Charities and Organisations

The Academy Trust is not linked with any sponsors. However, it continues to have close involvement with the Rochester Diocesan Board of Education, who hold title of the footprint of the land as detailed in the Accounting Policies. Some of our academies have a PTA organisation (see note 35).

Engagement with employees (including disabled persons)

The Academy Trust keeps employees in touch and up to date with matters that concern them via email and regular staff briefings and training sessions. Trust- wide Staff Voice meetings take place. All employees have an individual workplace email account.

There are Trust-wide CPD groups and support networks including various good practice groups with two part-time CPD Managers appointed on 1 September 2023.

Employees are consulted on matters that concern them, such as the revision of the Performance Management Policy. Performance management encourages employees to do their best for the Trust and its pupils.

By adhering to the Trust Single Equality Scheme, individuals who are or may become disabled are not adversely treated with regard to applications for employment, training, career development and promotion.

OBJECTIVES, STRATEGIES AND ACTIVITIES

Objects and Aims

In accordance with the Articles of Association the charitable company has adopted a 'Scheme of Government' approved by the Secretary of State for Education.

Aletheia schools welcome those of all faiths and none and are proud of the inclusive nature and diversity of each cohort. Aletheia schools are motivated by Christian values to serve our communities by improving the life chances of local children. Our schools seek to embody the experience of community, where gifts are shared, where the emphasis is on what can be contributed and where each is given according to need. At the heart of the Aletheia vision are the belief in educational excellence and the belief that Aletheia is called to serve pupils, staff, parents and the local community by providing places where children and young people develop and thrive intellectually, socially, culturally and spiritually.

Aletheia will deliver its vision by:

- Developing a Trust for all ages /phases of education, with member schools working in partnership and learning from each other.
- Promoting an ethos, motivated by Christian values and based on a belief in the value and potential of every student to achieve excellence academically and in their wider studies and to become fully the best person they can be.
- Pursuing pastoral excellence, so that our children and young people are fully prepared for the next phase in life.
- Creating strong leadership at all levels that impacts effectively on academy performance.
- Providing a sustainable model to support a self-improving school system and civic institution.

Objectives, Strategies and Activities

The main objectives of the Academy Trust during the year ended 31 August 2025 are summarised below:

- To embed our values, ethos and ideas about wellbeing.
- To ensure high quality staffing throughout our community.
- To achieve consistency and accountability in all practice.
- To create sustainability (staff and students, physical environment, financially)
- To maximise outcomes for ALL of our students

The Academy Trust's main strategy is to provide access to the best possible teaching facilities and staff. The main activities include:

- Tuition and learning opportunities for all students to maximise individual academic progress
- Training opportunities for all staff
- A programme of sporting and after-school activities for all students
- A programme of collective worship and worship-based activities
- Sourcing careers education and guidance to help students obtain employment or move on to higher education.

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Public Benefit

The Aletheia Academies Trust strives to promote and support the advancement of education within the North-West Kent and Medway areas. The academies provide extensive programmes of academic and recreational activities within and beyond their curricula.

Wherever possible, the academies aim to contribute to the benefit of the wider public, by making available their premises to third parties for the provision of educational and other opportunities. These include, for example, various sports lettings such as the use of the swimming pool at Sutton-at-Hone CEP and the MUGA (Multi Use Games Area) at Saint George’s.

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit. The Trustees believe that the Academy Trust's aims, together with the activities outlined above, are demonstrably to the public benefit.

STRATEGIC REPORT

Achievement and Performance

2024/25 Ofsted Inspections:

Academy	Date	Outcome
Gravesend Grammar School	March 2025	Good (3 x Good, 2 x Outstanding)
Cliffe Woods Primary School	April 2025	Good (3 x Good, 2 x Outstanding)
Sutton-at-Hone CEP School	April 2025	Good
Whitehill Primary School	April 2025	RI Monitoring Visit
Alkerden Academy	May 2025	Pre-opening Inspection (no recommendations)
Stone-St Mary CEP School	May 2025	Good

Secondary results:

KS4 Performance 2024-2025					
Indicator	Year	Gravesend Grammar	Knole Academy	Saint George's C of E	National
Progress 8 Score	2024/25				
	2023/24			-0.04	0.05
	2022/23			-0.02	-0.03
Attainment 8 Score	2024/25	65.2	44.6	41.2	45.9
	2023/24			43.1	45.9
	2022/23			40.8	46.3
% Grade 4+ in English and Maths	2024/25	98.0	70.0	57.0	64.5
	2023/24			68.0	67.4
	2022/23			62.0	65.1
% Grade 5+ in English and Maths	2024/25	91.0	44.0	29.0	45.2
	2023/24			36.0	45.0
	2022/23			35.0	45.3

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KS4 Performance 2024-2025					
Indicator	Year	Gravesend Grammar	Knole Academy	Saint George's C of E	National
% Grade 7+ in English and Maths	2024/25	43.0	10.0	5.4	
	2023/24			4.0	
	2022/23			4.0	
% Entering EBacc	2024/25	90.0	50	29.2	40.5
	2023/24			22.4	40.4
	2022/23			28.5	39.3
% Grade 5+ in EBacc	2024/25	64.0	15	9.4	18.6
	2023/24			6.2	18.0
	2022/23			7.3	24.2

KS5 Performance 2024-2025			
	Gravesend Grammar	Saint George's C of E	National
A Level Performance Indicators			
% 1 or more A Level	99.5%	100%	
% 3 A Levels	99.0%	56.5%	
% 3 A Levels or L3 equiv	99.0%	87.3%	
% A*-A	33.2%	5.6%	28.3%
%A*-B	63.5%	18.6%	56.7%
%A*-C	83.8%	46.8%	80.5%
%A*-E	98.8%	97.8%	98.3%
Average Point Score	38.27	25.06	
Average Grade	B	C-	B-
Applied General Performance Indicators			
No. of pupils		41	
Average Point Score		29.87	
Average Grade		M+	
Tech Performance Indicators			
No. of pupils		6	
Average Point Score		32.5	
Average Grade		D-	

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KS5 Performance 2024-25	
IB Indicators	Knole Academy
No. of Pupils	26
No. of Pupils achieving IBDP	2
% of Pupils achieving IBDP	100.0%
Average Point Score IBDP	22.8
Average Grade IBDP	4.67
No. of pupils achieving IBCP	24
% of pupils achieving IBCP	100.0%
Average Point Score IBCP	26.6
Average Grade IBCP	4.52
A Level Indicators	
No. of Pupils	25
% A*-A	24.0%
%A*-B	24.0%
%A*-C	32.0%
%A*-E	76%
Average Point Score	32.7
Average Grade	C
Applied General Performance Indicators	
No. of pupils	76
Average Point Score	23.6
Average Grade	C-
Tech Performance Indicators	
No. of pupils	37
Average Point Score	25.07
Average Grade	M

Primary data averages:

	2024/25		2023/24	
	School	National	School	National
EYFS	73.3%	Not available	71.3%	67.7%
KS1 Phonics Screening	80.7%	Not available	81.8%	80%
KS2 Maths	70.2%	74%	71.6%	73.0%
KS2 Reading	76.5%	75%	78.8%	74.0%
KS2 Writing	73.9%	72%	75.7%	72.0%
KS2 Combined Expected	61.3%	62%	61.5%	61.0%

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Key Performance Indicators

The trustees consider that the following are key performance indicators (KPIs) for the Academy Trust are monitor them on a regular basis:

	Unit	2025	2024	
Student Numbers: Comparison with Published Admission Numbers (PAN = 4,860	Pupil	8,629	5,062	
Financial stability (revenue fund balances)	£	6,690,000	2,787,000	
% of total spend on staff pay	%	77.8	80.3	
% of total spend on teaching staff pay	%	53.3	51.2	
% of total spend on curriculum support staff pay	%	12.7	13.3	
% of total spend on non-curriculum support staff pay	%	11.8	15.7	
Pupil - teacher ratio (Primary)	Pupil	22.8	22.3	
Pupil - teacher ratio (Secondary)	Pupil	17.7	16.4	
Average teacher cost (including on-costs)	£	73,191	65,435	
Teacher contact ratio		0.76	0.74	
Average class size (Primary)		29.9	28.1	

Going Concern

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

Financial review

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

Total income for the year, as shown by the SoFA, amounted to £97.62m, an increase on the £40.00m in the prior year.

The current year figure includes £44.01m of income in respect of the value of donated assets and liabilities inherited by the Academy Trust when Knole Academy (1 September 2024), Gravesend Grammar School and Whitehill Primary School (both 1 March 2025) transferred into Aletheia on and (see note 36 for further details). The prior year similarly included the net donation of £318k arising when Ditton Church of England Junior School converted to academy status on 1 November 2023 and joined the Trust; this figure was much lower since is excludes any value for the school land and buildings, which are occupied under a licence and were not inherited. 2024 also included £8.44m of notional income to reflect the value of donated land and building assets in relation to two of the Academy Trust’s other existing academies.

Total income also includes capital grant income of £2.59m (2024: £938).

Income can therefore be summarised as follows:

	2025 (£000s)	2024 (£000s)
Revenue income for day-to-day educational operations	51,018	30,306
Asset inherited with joining academies	44,011	318
Notional donation for other school land and buildings	-	8,441
Capital grants	2,588	938
Total income	97,617	40,003

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Much of the revenue income relates to core funding for the Academy Trust's educational purposes, this is detailed in note 7. There have been some funding increases, but the majority of the rise in DfE and Other Government grant income arises due to the new academies; there is a full year for Ditton in 2024/25 (2 months last year) and then the impact of the three new joiners.

The SoFA shows total expenditure for the year of £51.78m leaving net income for the year of £45.83m.

The overall net movement in funds for the year, after other gains/losses on the Local Government Pension Scheme was an increase of £45.30m (2024: £8.38m). However, the transfers in, movement on the pension fund and capital transactions through the restricted fixed asset fund all mean that the overall net movement in funds does not represent any form of operational result.

The table below has therefore been included to reconcile firstly to the movement in revenue funds during the year, an increase of £860k (2024: decrease of £523k) and then to the operational surplus of £1,191k (2024: deficit of £305k):

	2025 (£000s)	2024 (£000s)
Overall net movement in funds for the year per SOFA	45,303	8,380
Increase attributable to fixed asset fund	(41,400)	(8,821)
Inherited LGPS balances	-	(6)
LGPS actuarial gain	(6,222)	(286)
LGPS service and interest costs	(531)	(328)
Adjustment for restriction on pension assets	6,753	620
Movement on revenue funds during the year	3,903	(441)
Less: revenue funds transferred in with joining academies	(3,043)	(82)
Movement in revenue funds during the year excluding inherited balances	860	(523)
Less: Transfer from capital to revenue to correct revenue	331	218
Operational result on revenue funds before transfers to capital	1,191	(305)

During 2024/25 the Academy Trust chose to invest £331k of revenue funding on capital expenditure, and this is shown as part of the transfer into the restricted fixed asset fund on the SoFA. The table above therefore also shows the operational result prior to making this transfer between funds.

At 31 August 2025, the net book value of fixed assets was £59.44m and movements in tangible fixed assets are shown in note 17 to the financial statements. As explained in accounting policy 2.7 the land and buildings occupied by the Academy Trust's academies are generally not included on the Balance Sheet since they are occupied under the terms of a Church Supplemental Agreement with the freehold owners, although there are some exceptions to this, with certain freehold land and buildings owned by the Academy Trust reflected as assets.

During the year, the assets were used almost exclusively for providing education and the associated support services to the pupils of the academies, the only exceptions to this being letting of the premises to local community groups and other affiliated organisations.

Financial position

The Academy Trust held the following funds at 31 August 2025:

- restricted fixed asset funds of £60.54m (2024: £19.14m) which represents the net book value of fixed assets held on the balance sheet, together with any unspent capital grant funding. This fund also tracks the associated Salix loan.
- restricted revenue income reserves of £2.20m (2024: £967k) which are detailed in note 22 and relate to unspent government grant monies relating to core funding.
- completely 'free' unrestricted reserves of £4.49m (2024: £1.82m) which the trustees are free to spend as they see fit in accordance with the Academy Trust's charitable objects.
- a pension reserve, although at both 31 August 2025 the balance was again £nil. In line with applicable accounting standards, the Academy Trust's share of the Local Government Pension Scheme (LGPS) is recognised on the Balance Sheet, with annual movements determined by the Local Authority's actuary and reflected through the Statement of Financial Activities. The 2025 actuarial valuation again reported an accounting surplus at the balance sheet date. Under accounting standards, an employer may

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only recognise a pension surplus to the extent that it has an unconditional right to realise that surplus, either through reduced future contributions or through refunds.

There remains differing interpretation within the sector as to whether academy trusts have an unconditional right to recover such surpluses, and the Department for Education has not yet issued definitive guidance. Given that the Academy Trust is a long-term employer, remains open to new scheme members, and has no reasonable expectation of reaching a point of cessation at which any surplus could be refunded, the Trustees consider that the surplus is not recoverable. Accordingly, no asset has been recognised, and a neutral £nil position has been reported on the Balance Sheet.

The underlying surplus is disclosed in note 2, with the actuarial assumptions and detailed movements set out in note 30.

Reserves Policy

The Trustees have reviewed the financial statements of the Academy Trust. This review encompassed the nature of income and expenditure streams, the need to match them with commitments and the nature of reserves. The level of reserves will be kept under review by the Trustees. The Trustees will always try to match income with expenditure in the current year (setting and managing a balanced budget), will only carry forward reserves that it considers necessary and will have a clear plan for how it will be used to benefit the pupils. With this in mind, Trustees introduced a Reserves Policy as at 1 January 2022 to ensure individual academy reserves do not exceed 12% of total income by September 2025 unless they are being held for a specific project or purpose.

Investment Policy

Trustees approved a Reserves and Cash Deposit Policy in March 2025 to enable long term investment after providing a contingency to deal with unexpected emergencies such as urgent maintenance. The Chief Finance Officer will continue to review cash flows and cash deposit options with the Relationship Manager from Lloyds Bank.

Principal Risks and Uncertainties

The Trust Operations Officer is responsible for the maintenance of the Trust Risk Register and reporting to Trustees and Key Management. The main risks that the Academy Trust is exposed are summarised below. For each of these risks, the business objective threatened, likelihood and impact have been considered together with appropriate control measures and contingency plans:

- Strategic – this covers risks to its strategic performance in delivering the curriculum and its vision
- Internal – this covers risks which the key characteristics can be controlled internally
- External – this covers risks which are affected by external threats
- Project – this covers risk relation to specific, large-scale projects which are key to its continued success

The Strategic Risk Register is split into two key sections; 'Key Risks' and 'Risks'. All risks are reported to Trustees and Key Management, with 'Key Risks' being discussed in greater detail with the Board of Trustees Audit and Risk Committee. Two 'Key Risks' are identified for a deep dive by the Board prior to each committee meeting. Risk scores are tracked and risk can move between each section depending on their net risk score, after control measures have been considered.

The Academy Trust's approach to risk is further defined within the Risk Management Policy.

FUNDRAISING

The Trust does not get involved in any formal professional fundraising. Where relevant, Trustees will adopt the 6 principles of fundraising recommended by the Charity Commission as per their publication "Charity fundraising: a Guide to Trustee Duties (CC20)". The 6 principles are:

- Planning effectively
- Supervising fundraisers
- Protecting reputation, money & other assets
- Identifying and ensuring compliance with the laws or regulations that apply to fundraising within a school
- Identifying and following any recognized standards applicable to fundraising within a school
- Being open and accountable

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

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STREAMLINED ENERGY AND CARBON REPORTING

UK Greenhouse gas emissions and energy use data	period 1 September 2024 to 31 August 2025	period 1 September 2023 to 31 August 2024
Energy consumption used to calculate emissions (kWh)		3,868,623
Energy consumption break down (kWh)		
i. gas,	i. 3,624,235	i. 2,243,521
ii. electricity,	ii. 2,656,267	ii. 1,550,030
iii. oil,	iii. 53,855	iii. 47,004
iv. transport fuel	iv. 42,281	iv. 28,068
<u>Scope 1 emissions in metric tonnes CO2e</u>		
Gas consumption	710.98	413.62
Owned transport – mini-buses		5.13
<u>Scope 2 emissions in metric tonnes CO2e</u>	470.16	
Purchased electricity		320.93
<u>Scope 3 emissions in metric tonnes CO2e</u>	29.03	23.64
Business travel in employee-owned vehicles		
Total gross emissions in metric tonnes CO2e	12,10.17	763.32
<u>Intensity ratio</u>		
Tonnes CO2e per pupil	0.16	0.15

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 2025 UK Government’s Conversion Factors for Company Reporting.

Intensity measurement
The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector. Pupil numbers have been adjusted on a pro rata basis for academies that have joined during the academic year. Emissions have also been calculated on this basis, to ensure that the intensity ratio is an accurate representation for the Trust.

Measures taken to improve energy efficiency:

Our Estates Strategy actively promotes sustainability initiatives as its primary objective. We continue to invest in initiatives to improve the energy efficiency of our estate via our annual capital funding. This year saw the installation of Air Source Heat Pumps (ASHPs) at Stone St Mary’s C of E Primary School, which was made possible by a successful application to the Salix Finance Public Sector Decarbonisation Scheme (Phase 3C). The Trust’s programme of building fabric upgrades has this year included roof refurbishments, glazing replacements and the installation of solar panels across our academies. We also successfully installed Electric Vehicle charging points at a number of our academies following a successful application to the Government’s Workplace Charging Scheme. The cessation of the Public Sector Decarbonisation Scheme is disappointing news for the Trust, following two successful applications to the scheme in previous years.

PLANS FOR FUTURE PERIODS

The Aletheia Academies Trust will continue to strive to maintain, and where necessary improve, the levels of attainment and progress of its students at all Key Stages.

The Trustees are committed to a policy of measured expansion within areas of close geographical proximity as encouraged by the government’s Multi Academy Trust programme. In autumn 2015, the Trust achieved accreditation as an Academy sponsor to enable it to support local academies requiring improvement, following the necessary due diligence process.

The all-through provision at Saint George’s continues to be over-subscribed. Knole Academy joined the Trust on 1 September 2024 and The Decus Trust joined the Trust on 1 March 2025. Our new All- through Free School to be sited within the new Ebbsfleet Garden City Development opened in September 2025. Rosherville CEP is due to be relocated to a new-build school in 2026, increasing its capacity from

Aletheia Academies Trust
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Trustees' Report
For the Year Ended 31 August 2025

0.6FE to 2.0FE. Discussions are progressing with other local schools and academies. Trustees and key members of the Senior Management Team have reviewed the organisational structure (Trust Central Services Team) to reflect the growth of the Trust.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The Academy Trust distributes 16-19 bursary funds to the students as an agent for the DFE. Details, including any amounts not dispersed by the financial year end, are disclosed in note 33 to the financial statements.

As a School Direct provider, the Trust is also in receipt of funding on behalf of other schools in the local area, as well as trainee teachers. The Trust is responsible for ensuring that these funds are distributed appropriately and within the agreed timescale.

AUDITORS

In so far as the Trustees are aware:

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


The auditors, UHY Hacker Young, have indicated their willingness to continue in office, and the audit process will be reviewed in detail and their re-appointment will be considered following the forthcoming Annual General Meeting.

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, and signed on the Board's behalf by:

Signed by:

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Mr. M. Till
Chairman of Trustees

DocuSigned by:

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Mr. S. Carey
Chief Executive Officer and Accounting Officer

Date: 17 December 2025

Aletheia Academies Trust

(A company limited by guarantee)

Governance Statement

For the Year Ended 31 August 2025

Scope of Responsibility

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

As Trustees, we have reviewed and taken account of the guidance in the DfE's Academy Trust Handbook and Academy Governance Guide.

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

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The full Board of Trustees has formally met 4 times plus 3 Audit Committees, 3 Education Performance Committees and 2 People & Remuneration Committees during the year. Attendance during the year at meetings of the Full Board of Trustees was as follows:

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
S. Carey	4	4
J. Holt	4	4
W. Johnson	4	4
M. Payne	3	3
H. Overton	4	4
A. Smith	4	4
M. Till	4	4
A. Sharman	1	4
G. Sandher	2	4
C. Pearson	4	4
M. Nadesan	3	4
S. Ray	4	4
S. Humphreys	4	4

During the year, the responsibilities of the Board of Trustees included those of the Audit & Risk and Finance Committees. Finance is a fixed agenda item at all Board of Trustee meetings.

The Academy Trust Handbook requires the full Board to meet at least three times per annum and recommends six meetings. Although the full Board of Trustees has met fewer than six times, effective oversight has been maintained via the sub-committee meetings and the monitoring of monthly management information.

The Board reviews its effectiveness annually.

Governance reviews

Father Michael Payne was appointed Area Dean of Gravesend in April 2025 and therefore automatically became a Member by virtue of his appointment and resigned as a Trustee.

The Audit and Risk and Finance Committees are also sub-committees of the main Board of Trustees. Its purpose is:

- To maintain an oversight of the Academy Trust's governance, risk management, internal control and value for money framework.
- To report its findings annually to the Trust Board and the Accounting Officer as a critical element of the Academy Trust's annual reporting requirements.
- The Audit Committee has no executive powers or operational responsibilities/duties.

Aletheia Academies Trust

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Governance Statement

For the Year Ended 31 August 2025

Attendance at Audit and Risk Committee meeting in the year was as follows:

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
S. Carey	3	3
J. Holt	2	3
W. Johnson	2	3
M. Till	3	3
C. Pearson	2	3
S. Humphreys	3	3
S. Ray	3	3

Attendance at Finance Committee meeting in the year was as follows:

<u>Trustee</u>	<u>Meetings attended</u>	<u>Out of a possible</u>
S. Carey	3	3
J. Holt	1	3
W. Johnson	3	3
M. Till	3	3
C. Pearson	2	3
S. Humphreys	3	3
S. Ray	3	3

Conflicts of Interest

Conflicts of Interest are checked regularly by way of an annual statement from each trustee as well as confirmation at each Full Board and Committee meeting. Were there to be any conflict of interest declared the individual would not be able to take part in the agenda item discussion or voting. This would be documented by the Clerk to Trustees.

Review of value for money

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

The Accounting Officer considers how the Academy Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where appropriate. The Accounting Officer for the Academy Trust has delivered improved value for money during the year by employing an Operations Officer to focus upon the consolidation of procurement across the Trust.

Targeted Improvement

Staffing structures and timetables are regularly reviewed to ensure that staff are efficiently deployed and educational standards continue to improve. Resources were targeted to enhance provision to literacy, numeracy and EAL support. Individual student progress is monitored throughout the academic year to ensure that all students are quickly and accurately assessed and appropriate interventions and support are targeted to achieve the best outcome.

Collaboration

Links with other local schools continue to grow since the forming of the Multi Academy Trust in December 2014. This has enhanced the sharing of experts for the delivery of good practice (e.g. School improvement / primary physical education provision / financial management / IT support and estates compliance) and enabled cost savings through economies of scale through shared administration and procurement costs (e.g. Energy / Insurance / HR & payroll / staff recruitment / financial services / IT and reprographics). The Trust has supported both primary and secondary maintained schools under the Trust School Improvement Offer (TSIO).

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Governance Statement For the Year Ended 31 August 2025

Better Purchasing

Procurement decisions are carefully considered by local Governors at regular governing body meetings. Expiring contracts and the replacement/renewal of equipment are considered and the best value long term options assessed prior to quotes being obtained (e.g. contract cleaning). Proposals/quotes are compared to ensure that goods and services are secured in the most economic, efficient and effective way. There is a tender process for major works e.g. buildings and boiler replacement projects. Professional advice is sought when necessary (e.g. major building works, human resources and legal). The School Resource Management Adviser reported in July 2022 that *'the trust has made changes to several services and contracts that have resulted in reduced expenditure, improved efficiencies, and better value, the key changes are listed below:*

- *Changes to MIS (Management Information Software) provider*
- *Review and change of many facilities led contracts and services from academy to trust wide*
- *Centralisation of some support staff roles or tasks*
- *Fixing electricity and gas costs up to 2023 and 2024 respectively have and will provide savings'*

Estate safety and management

- From September 2025 we have engaged WorkNest to act as the Trust's health and safety Competent Person, providing guidance and support to the Operations Officer and Trust leaders. The WorkNest contract includes a programme of health and safety audits, which provide areas of further consideration and further improvement, in addition to the provision of a suite of reference materials.
- The Trust has a robust service level agreement with a number of contractors responsible for maintaining compliance throughout the estate, in areas such as Fire Risk and Legionella Control. Such arrangements allow an improved 'added value' to the Trust and allow more strategic decisions on the Trust's estate to be taken
- A programme of training has been well received; the majority of locally-engaged Premises staff and all IT Support Staff have accredited IOSH Working Safely training, which is supplemented by an increasing number of colleagues throughout the Trust holding IOSH Managing Safely. The Operations Officer is accredited with the NEBOSH National General Certification in Occupational Health and Safety.
- Additional risk assessment training has been provided to a further 30 staff across the Trust from third party training providers to further supplement this offering.
- A survey across the Trust estate to identify the presence of a potentially dangerous structural roof system was commissioned, following advice from the Local Authority that such structures had failed at other local schools. The surveys for the Folded Plate Timber Roof were completed and identified one area of minor concern which were addressed as a precaution.
- Appropriate maintenance contracts are in place across the Trust, many of which are Trust-level contracts with a single contractor. Work continues with onboarding academies to standardise their provision to streamline the process and increase the level of management information available in order to strategically manage the estate.
- The Trust's Engineering insurance provider is engaged to inspect all boilers/plant, access equipment (PUWER compliance) and lifting equipment (LOLER compliance).
- Standardised procedures for the safe management of the estate are being shared as best practice, encompassed within the Trust Premises Management Policy.

Financial Governance and Management:

Financial governance and oversight is robust. Each Academy produces a 3-year benchmarked budget plan and controls are in place for all levels of management to be provided with regular budget monitoring reports. This ensures that resources are managed effectively to meet the objectives of the Academy Trust. Termly Internal Control reports further inform local Governors and Trustees that the necessary controls are in place. Significant spending proposals are costed and presented to the Management Board, Senior Leadership Teams and the Local Governing Bodies for consideration and challenge.

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. Three internal control audits were carried-out during 2024/25 as explained below.

Aletheia Academies Trust
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Governance Statement
For the Year Ended 31 August 2025

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 year to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The Risk and Control Framework

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

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

The Board of Trustees has considered the need for a specific internal audit function and appointed McCabe Ford Williams.

The internal auditor's role includes giving advice on financial matters and performing a range of checks on the Academy Trust's financial systems. The internal auditor is employed to report 3 times per annum on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. 2024/25 internal auditor checks focused on (i) standard internal control review checks and processes (ii) Review of internal controls at The Knole Academy and Budgetary Controls (iii) Security of Assets Follow up of external auditor's management letter.

Standard internal control checks included:

- testing of month end controls and management reporting;
- review of Companies House and Get Information About Schools websites;
- payroll testing;
- bank and petty cash reconciliations;
- income;
- control codes – VAT, payroll, loans, debtors and creditors; and
- purchasing procedures including tenders.

No material issues/concerns arose from the internal auditor's work.

Review of Effectiveness

As Accounting Officer, the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control.

During the year in question the review has been informed by:

- the work of the internal auditor;
- the financial management and governance self-assessment process
- the DFE financial management and governance review
- the work of the external auditors;
- the work of the executive managers within the Academy Trust who have responsibility for the development and maintenance of the internal control framework.

Aletheia Academies Trust
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Governance Statement
For the Year Ended 31 August 2025

Conclusion

Based on results of the reviews and scrutiny listed above, the board of trustees is of the opinion that the Academy Trust has an adequate and effective framework for governance, risk management and control.


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

Signed by:

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Mr. M. Till
Chairman of Trustees

Date: 17 December 2025

DocuSigned by:

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Mr. S. Carey
Chief Executive Officer and Accounting Officer

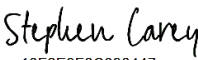
Aletheia Academies Trust
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Statement of Regularity, Propriety and Compliance

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

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy Trust, or material non-compliance with the framework of authorities.

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

DocuSigned by:

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Mr. S. Carey
Accounting Officer

Date: 17 December 2025

Aletheia Academies Trust
(A company limited by guarantee)

Statement of Trustees' responsibilities
For the Year Ended 31 August 2025

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the 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 2024 to 2025;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The 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 the 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:

Signed by:



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Mr. M. Till
Chair of Trustees

Date: 17 December 2025

Aletheia Academies Trust
(A company limited by guarantee)

Independent Auditors' Report on the financial statements to the Members of Aletheia Academies Trust

Opinion

We have audited the financial statements of Aletheia Academies Trust (the 'academy trust') for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Academy Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Academy Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Aletheia Academies Trust
(A company limited by guarantee)

Independent Auditors' Report on the financial statements to the Members of Aletheia Academies Trust (continued)

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditors' responsibilities for the audit of the financial statements

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

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

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- we identified the laws and regulations applicable to the Academy Trust through discussions with management, and from our commercial knowledge and experience of the academy and wider education sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the accounts or the operations of the Academy Trust, including the Academy Trust Handbook, Academies Accounts Direction, Charity SORP and the Companies Act 2006;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the Academy Trust's accounts to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

Aletheia Academies Trust
(A company limited by guarantee)

Independent Auditors' Report on the financial statements to the Members of Aletheia Academies Trust (continued)

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

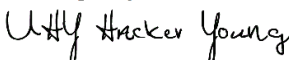
- agreeing financial statement disclosures to underlying supporting documentation;
- reading minutes of meetings of those charged with governance; and
- enquiring of management and representatives of Trustees as to actual and potential litigation and claims.

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 Auditors' Report.

Use of our report

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

DocuSigned by:

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Allan Hickie BSc FCA (Senior Statutory Auditor)

for and on behalf of

UHY Hacker Young

Chartered Accountants

Statutory auditor

Thames House

Roman Square

Sittingbourne

Kent

ME10 4BJ

Date: 22 December 2025

Aletheia Academies Trust
(A company limited by guarantee)

Independent Reporting Accountant's Assurance Report on Regularity to Aletheia Academies Trust and the Secretary of State for Education

In accordance with the terms of our engagement letter dated 11 June 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Aletheia Academies Trust during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

Respective responsibilities of Aletheia Academies Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Aletheia Academies Trust's funding agreement with the Secretary of State for Education dated 10 November 2014 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2024 to 31 August 2025 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- An evaluation of the general control environment, and whether delegated financial authorities are complied with and appropriate segregation of duties is in place.
- An assessment of the risk of material irregularity and impropriety across all of the Academy Trust's activities, which includes a review of the internal scrutiny reports for the year.
- Further testing and review of the areas identified through the risk assessment including enquiry and examination of supporting evidence across all areas identified, as well as additional verification work where considered necessary.
- A review of whether grants have been used in accordance with funding conditions.
- A review of trustee board and relevant sub-committee minutes for declaration interests.
- A review of expenditure for any supplies from related or connected parties.
- Consideration of whether the Academy Trust's governance arrangements and composition are in line with the Academy Trust Handbook.
- An assessment of whether the Academy Trust has complied with the 'must' requirements of the Academy Trust Handbook, which includes a review of the self-assessment declaration that we asked the Accounting Officer to complete.
- Consideration of evidence obtained through the work detailed above and the work completed as part of our external audit of the financial statements in order to support the regularity conclusion.

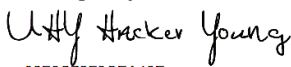
Aletheia Academies Trust
(A company limited by guarantee)

Independent Reporting Accountant's Assurance Report on Regularity to Aletheia Academies Trust and the Secretary of State for Education (continued)

In line with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts issued March 2025, we have not performed any additional procedures regarding the Academy Trust's compliance with safeguarding, health and safety and estates management.

Conclusion

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2024 to 31 August 2025 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

DocuSigned by:

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UHY Hacker Young
Chartered Accountants
Statutory auditor
Thames House
Roman Square
Sittingbourne
Kent
ME10 4BJ

Date: 22 December 2025

Aletheia Academies Trust
(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
For the Year Ended 31 August 2025

	Note	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Income from:						
Donations and capital grants	4	1,842	1,470	43,556	46,868	9,769
Other trading activities	5	1,237	-	-	1,237	768
Investments	6	2	-	-	2	-
Funding for educational operations	7	748	48,762	-	49,510	29,466
Total income		3,829	50,232	43,556	97,617	40,003
Expenditure on:						
Raising funds	8	121	-	-	121	120
Charitable activities	10	2	49,173	2,487	51,662	31,169
Total expenditure		123	49,173	2,487	51,783	31,289
Net income		3,706	1,059	41,069	45,834	8,714
Transfers between funds	22	(1,037)	706	331	-	-
Net movement in funds before other recognised gains/(losses)		2,669	1,765	41,400	45,834	8,714
Other recognised gains/(losses):						
Actuarial gains on defined benefit pension schemes	30	-	6,222	-	6,222	286
Adjustment or restriction on pension assets	30	-	(6,753)	-	(6,753)	(620)
Net movement in funds		2,669	1,234	41,400	45,303	8,380
Reconciliation of funds:						
Total funds brought forward	22	1,820	967	19,137	21,924	13,544
Net movement in funds		2,669	1,234	41,400	45,303	8,380
Total funds carried forward		4,489	2,201	60,537	67,227	21,924

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

The notes on pages 28 to 58 form part of these financial statements.

Aletheia Academies Trust
(A company limited by guarantee)
Registered number: 07801612

Balance Sheet
As at 31 August 2025

	Note	2025 £000	2024 £000
Fixed assets			
Tangible assets	17	59,437	17,817
Current assets			
Stocks		64	75
Debtors	19	2,319	1,344
Cash at bank and in hand	27	9,036	4,759
		<u>11,419</u>	<u>6,178</u>
Current liabilities			
Creditors: amounts falling due within one year	20	(3,595)	(2,046)
Net current assets		<u>7,824</u>	<u>4,132</u>
Total assets less current liabilities		<u>67,261</u>	<u>21,949</u>
Creditors: amounts falling due after more than one year	21	(34)	(25)
Net assets excluding pension asset		<u>67,227</u>	<u>21,924</u>
Defined benefit pension scheme liability	30	-	-
Total net assets		<u><u>67,227</u></u>	<u><u>21,924</u></u>
Funds of the Academy Trust			
Restricted funds:			
Fixed asset funds	22	60,537	19,137
Restricted income funds	22	2,201	967
Total restricted funds	22	<u>62,738</u>	<u>20,104</u>
Unrestricted income funds	22	<u>4,489</u>	<u>1,820</u>
Total funds		<u><u>67,227</u></u>	<u><u>21,924</u></u>

The financial statements on pages 25 to 58 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

Signed by:

Mark Till

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Mr. M. Till
Chair of Trustees

Date: 17 December 2025

DocuSigned by:

Stephen Carey

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Mr. S. Carey
Chief Executive Officer and Accounting Officer

The notes on pages 28 to 58 form part of these financial statements.

Aletheia Academies Trust
(A company limited by guarantee)

Statement of Cash Flows
For the Year Ended 31 August 2025

	Note	2025 £000	2024 £000
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	24	4,341	(565)
Cash flows from investing activities	26	(72)	545
Cash flows from financing activities	25	8	(9)
Change in cash and cash equivalents in the year		4,277	(29)
Cash and cash equivalents at the beginning of the year		4,759	4,788
Cash and cash equivalents at the end of the year	27, 28	9,036	4,759

The notes on pages 28 to 58 form part of these financial statements

Aletheia Academies Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2025

1. General information

Aletheia Academies Trust is a multi-academy trust, which is limited by guarantee. Aletheia Academies Trust (company number 07801612) was registered in England and Wales. Its registered office is St George's Church of England School, Meadow Road, Gravesend, Kent, DA11 7LS. The presentation currency is pounds sterling and the financial statements are rounded to thousands.

2. 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.

2.1 Basis of preparation of financial statements

The financial statements of the Academy Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2024 to 2025 issued by the DfE, the Charities Act 2011 and the Companies Act 2006.

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

The Trust has one 100% owned subsidiary undertaking, see note 18 for details. The results, assets and liabilities of the subsidiary are not deemed material to the Trust's results and financial position and have therefore not been consolidated.

2.2 Going concern

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

2.3 Income

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

- **Grants**

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

- **Donations**

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

- **Other income**

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

Aletheia Academies Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2025

2. Accounting policies (continued)

2.3 Income (continued)

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

Where assets and liabilities are received on the transfer of an existing academy into the Academy Trust, 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 Trust. An equal amount of income is recognised for the transfer of an existing academy into the Academy Trust within 'Income from Donations and Capital Grants' to the net assets acquired.

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

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 in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies. During 2023/24 the Academy Trust has recognised the value of school playing field land at St. George's CofE School and St. Botolph's CofE Primary School.

2.4 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 on raising funds**

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

- **Charitable activities**

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

- **Grants payable**

These are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

Where relevant, expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

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

2.6 Taxation

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

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

Aletheia Academies Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2025

2. Accounting policies (continued)

2.7 Tangible fixed assets

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

The Rochester Diocesan Board of Education own the legal title of the sites where much of the Academy Trust's land and buildings are situated. The trust therefore occupies these school properties under the terms of a church Supplemental Agreement with the freehold owners. In considering the accounting treatment for these properties, the trustee have considered the provisions of the Academies Accounts Direction (AAD). The AAD clarifies that where a supplemental agreement is in place then the trust does not have full rights or control, such that any asset should not be recognised on the balance sheet.

Per the AAD the rolling right to occupy the buildings could be recognised in the financial statements via a notional donation (since the trust pays no actual rent) with a corresponding notional rent expense for its use of the premises. The value of the donation would be the amount that the Academy Trust would otherwise have had to pay to secure premises, however since the trustees feel that this cannot be reliably measured, and in accordance with the AAD, no donation or rental expense have been recognised.

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:

Long-term leasehold property	- Over the remaining lease term
Furniture & equipment	- 10-20 years
Computer equipment	- 3 years

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

2.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

2.9 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.

2.10 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.

Aletheia Academies Trust
(A company limited by guarantee)

Notes to the Financial Statements
For the Year Ended 31 August 2025

2. Accounting policies (continued)

2.11 Liabilities

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

2.12 Financial instruments

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 19. 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 20 and 21. 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.

2.13 Operating leases

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

2.14 Pensions

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

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

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

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

Aletheia Academies Trust
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Notes to the Financial Statements
For the Year Ended 31 August 2025

2. Accounting policies (continued)

2.15 Agency arrangements

The Academy Trust acts as an agent in distributing 16-19 bursary funds from the DfE. Payments received from the DfE and subsequent disbursements to students are excluded from the statement of financial activities as the Academy Trust does not have control over the charitable application of the funds. The Academy Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 33.

2.16 Fund accounting

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

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

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

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

3. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 30, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The ultimate responsibility for setting the assumptions is that of the Academy Trust, as the employer, however each year the LGPS actuary proposes a standard set of assumptions as part of the valuation exercise, using their expert opinion, and which comply with the accounting requirements. The Academy Trust has, in practice with most employers, adopted the recommended actuarial assumptions following further consultation with its auditors to ensure these assumptions are reasonable and in line with those adopted by other academy trusts.

Critical areas of judgment:

LGPS pension asset recognition

FRS 102 section 28.22 allows an entity to recognise a pension asset "only to the extent it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan."

Therefore although the LGPS actuarial valuation report for the year ended 31 August 2025 indicates a defined benefit asset of £8,584,000 (2024 - £1,160,000) existed at the year end date, this asset has been restricted to leave a break-even position on the Balance Sheet.

Aletheia Academies Trust
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Notes to the Financial Statements
For the Year Ended 31 August 2025

3. Critical accounting estimates and areas of judgment (continued)

The movement in the unrecognised defined benefit asset during the year of £7,424,000 (2024: £620,000) is shown on the Statement of Financial Activities as an adjustment for restriction on pension assets of £6,753,000 as well as a surplus transferred in from the Knole Academy and The Decus Educational Trust of £671,000.

4. Income from donations and capital grants

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Donated assets	-	-	-	-	8,441
Transfer from local authority on conversion	-	-	-	-	318
Transferred in from existing academy trusts	1,573	1,470	40,968	44,011	-
Donations	269	-	-	269	72
Capital Grants	-	-	2,588	2,588	938
	1,842	1,470	43,556	46,868	9,769
Analysis of 2024 total by fund	154	6	9,609	9,769	

The donated assets in the prior year reflect the value of donated land and building assets in relation to two of the Academy Trust’s existing academies. It became apparent during the year that some freehold land owned by the Academy Trust, and one modern building situated on this owned freehold land, had not previously been valued and included on the Balance Sheet. These assets have been brought into the financial statements at values determined by professional valuations.

Aletheia Academies Trust
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Notes to the Financial Statements
For the Year Ended 31 August 2025

5. Income from other trading activities

	Unrestricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Before and after school clubs	449	449	373
Lettings	306	306	236
Other trading income	134	134	87
Insurance claims	300	300	38
Uniform sales	48	48	34
	1,237	1,237	768
Analysis of 2024 total by fund	768	768	

6. Investment income

	Total funds 2025 £000	Total funds 2024 £000
Bank interest	2	-

Investment income of £2k (2024 - £nil) has been allocated to unrestricted income.

Aletheia Academies Trust
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Notes to the Financial Statements
For the Year Ended 31 August 2025

7. Funding for educational operations

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000	<i>Total funds 2024 £000</i>
Educational operations				
DfE grants				
General Annual Grant (GAG)	-	36,977	36,977	22,645
Other DfE grants				
Pupil premium and service premium	-	1,852	1,852	1,226
Universal infant free school meals	-	578	578	540
PE and Sports grant	-	236	236	216
Teachers' pay grant	-	616	616	397
Teachers' pension grant	-	931	931	267
Mainstream schools additional grant	-	-	-	757
Core schools budget grant	-	1,416	1,416	-
National insurance grant	-	335	335	-
16 to 19 core funding	-	3,222	3,222	1,195
Others	-	166	166	235
	-	46,329	46,329	27,478
Other Government grants				
Local authority SEN funding	-	1,089	1,089	600
Local authority - Early years	-	242	242	241
Local authority - Other revenue grants	-	574	574	245
	-	1,905	1,905	1,086
Other income from educational operations	748	528	1,276	902
	748	48,762	49,510	29,466
<i>Analysis of 2024 total by fund</i>	539	28,927	29,466	

Aletheia Academies Trust
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Notes to the Financial Statements
For the Year Ended 31 August 2025

8. Expenditure

	Staff Costs	Premises	Other	Total	<i>Total</i>
	2025	2025	2025	2025	<i>2024</i>
	£000	£000	£000	£000	<i>£000</i>
Expenditure on fundraising trading activities:					
Direct costs	-	-	121	121	120
Educational operations:					
Direct costs	34,051	1,331	4,707	40,089	23,334
Allocated support costs	5,730	3,086	2,252	11,068	7,328
	<u>39,781</u>	<u>4,417</u>	<u>7,080</u>	<u>51,278</u>	<u>30,782</u>
<i>Analysis of 2024</i>	<u>24,242</u>	<u>2,018</u>	<u>4,522</u>	<u>30,782</u>	

9. Analysis of grants

	Grants to Institutions	Total funds	<i>Total funds</i>
	2025	2025	<i>2024</i>
	£000	£000	<i>£000</i>
Improvements to diocesan property occupied by the Academy Trust	505	505	507
	<u>505</u>	<u>505</u>	
<i>Analysis of 2024 total</i>	<u>507</u>	<u>507</u>	

The costs for both years represent works completed on the Academy Trust's church school buildings during the year. As noted in accounting policy 2.7 the buildings are not reflected on the balance sheet, and so, in accordance with the Academies Accounts Direction, associated improvements are treated as an expense for the year as a grant to the Diocese which owns the buildings.

The improvements during 2024/25 include various refurbishments across the Trust as well as various health and safety improvements across the Trust, including roofing projects, window replacement and playground refurbishments.

Aletheia Academies Trust
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Notes to the Financial Statements
For the Year Ended 31 August 2025

10. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total 2025 £000	<i>Total 2024 £000</i>
Educational operations	2	51,660	51,662	31,169
<i>Analysis of 2024 total by fund</i>	<i>1,329</i>	<i>29,840</i>	<i>31,169</i>	

11. Analysis of expenditure by activities

	Direct costs 2025 £000	Grant funding of activities 2025 £000	Support costs 2025 £000	Total funds 2025 £000	<i>Total funds 2024 £000</i>
Educational operations	40,089	505	11,068	51,662	31,169
<i>Analysis of 2024 total</i>	<i>23,334</i>	<i>507</i>	<i>7,328</i>	<i>31,169</i>	

Analysis of support costs

	Total funds 2025 £000	<i>Total funds 2024 £000</i>
Staff costs	5,730	3,595
Technology costs	26	373
Premises costs	3,086	1,976
Catering	102	-
Governance costs	51	49
Other support costs	2,073	1,335
	11,068	7,328

Aletheia Academies Trust
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Notes to the Financial Statements
For the Year Ended 31 August 2025

12. Net income

Net income for the year includes:

	2025	<i>2024</i>
	£000	<i>£000</i>
Operating lease rentals	162	54
Depreciation of tangible fixed assets	1,917	414
Fees paid to auditors for:		
- audit	26	23
- other services	12	9
	<u> </u>	<u> </u>

13. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2025	<i>2024</i>
	£000	<i>£000</i>
Wages and salaries	29,001	18,107
Social security costs	3,338	1,705
Pension costs	6,897	3,904
	<u> </u>	<u> </u>
	39,236	23,716
Agency staff costs	545	526
	<u> </u>	<u> </u>
	39,781	24,242
	<u> </u>	<u> </u>

Included in the staff costs above are restructuring costs of £8k (*2024 - £23k*). Staff restructuring costs comprise 2 contractual severance payments (*2024: 4 contractual severance payment*) and 1 non-contractual severance payment (*2024: no non-contractual severance payments*)

Aletheia Academies Trust
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Notes to the Financial Statements
For the Year Ended 31 August 2025

13. Staff (continued)

b. Staff numbers

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

	2025	2024
Leadership	7	7
Teachers	422	274
Administration and support	545	382
	<u>974</u>	<u>663</u>

The average headcount expressed as full-time equivalents was:

	2025	2024
Leadership	7	7
Teachers	379	245
Administration and support	364	254
	<u>750</u>	<u>506</u>

c. Higher paid staff

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

	2025 No.	2024 No.
In the band £60,001 - £70,000	23	15
In the band £70,001 - £80,000	18	5
In the band £80,001 - £90,000	5	5
In the band £90,001 - £100,000	5	3
In the band £120,001 - £130,000	2	-
In the band £200,001 - £210,000	-	1
In the band £220,001 - £230,000	1	-

These bandings stem from the Charities SORP, and have not changed since they were introduced in 2005. Over time, additional employees fall into the first £60k - £70k band as their salaries rise with inflation and moves through pay scales.

d. Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £947k (2024 - £859k). The increase is attributable to general salary and national insurance increases in the year.

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14. Trustees' remuneration and expenses

One trustee, being the CEO, has been paid remuneration and received pension benefits from his employment with the Academy Trust. He only receives remuneration in respect of services provided undertaking his role under a contract of employment, and are not remunerated for serving as trustee. The value of this remuneration and pension benefits was as follows:

		2025	2024
		£000	£000
Mr. S. Carey, CEO and Accounting Officer	Remuneration	225,000 -	200,000 -
		230,000	205,000
	Pension contributions paid	60,000 - 65,000	50,000 - 55,000

During the year ended 31 August 2025, 1 trustee was reimbursed £1k for travel costs (2024 - £1k to 1 trustee for travel costs).

15. Central services

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

- School improvement service
- Staffing support – CEO/Executive Headteacher, School Improvement & CPD Officers, People & Culture Director, Governance Lead, CEO PA, IT Team, Media Team, Operations Officer, Chief Finance Officer and Central Finance Team, Data Technician and Governing Body clerking service
- ICT provision and website compliance review
- Data & DPO support
- HR and payroll, including staff recruitment and occupational health packages
- Premises compliance overview
- Capital project support
- Centralised procurement service
- Staff training and apprenticeships
- In-year internal controls and annual external audits
- Rochester Diocese SLA
- Administrative expenses including bank charges
- Policy review
- Governance support
- Memberships/Subscriptions such as The Key, National College, Confederation of School Trusts

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

The basic charge was either 5.75% or 6.25% of General Annual Grant (GAG) funding for all schools within the trust, other than Knole Academy, Gravesend Grammar School and Whitehill Primary School who were charged 4.25%, 5.25% and 5.25% respectively. The total basic charge was £2,236k. There were also additional specific charges for clerking, finance and media services totalling £304k.

One-off specific transfer was also made to central by St Botolph's Church of England Primary School, St George's Church of England School, Sutton-at-Hone Church of England School, Halling Primary School, Gravesend Grammar School, Whitehill Primary School, Knole Academy and Stone St Mary's Church of England primary School in the year totalling £829k.

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Notes to the Financial Statements
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15. Central services (continued)

The actual amounts charged during the year were as follows:

	2025	<i>2024</i>
	£000	<i>£000</i>
St George's Church of England School (SGS) *	671	660
St Botolph's Church of England Primary School (STB) *	180	238
Shorne Church of England Primary School (SHO)	74	72
Horton Kirby Church of England Primary School (HKP)	82	84
Stone St Mary's Church of England Primary School (STO) *	400	291
Sutton-at-Hone Church of England Primary School (SUT)	115	115
Rosherville Church of England Primary School (ROS)	63	59
Holy Trinity Church of England Primary School (HTG)	150	140
Cliffe Woods Primary School (CWP)	144	137
Halling Primary School (HAL)	149	132
Sedley's Church of England Primary School (SED)	47	44
Ditton Church of England Junior School (DIT)	76	58
Gravesend Grammar School (GGS)	473	-
Whitehill Primary School (WHP) *	356	-
Knole Academy (KNO)	389	-
Total	3,369	<i>2,030</i>

* includes BCM reserve clawback (not directly services related).

16. Trustees' and Officers' insurance

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

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Notes to the Financial Statements
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17. Tangible fixed assets

	Land & buildings £000	Assets under construction £000	Plant and machinery £000	Computer equipment £000	Total £000
Cost or valuation					
At 1 September 2024	16,061	-	2,399	803	19,263
Additions	774	806	889	193	2,662
Transfer in from existing academy trust	40,427	-	245	203	40,875
Disposals	-	-	(6)	-	(6)
At 31 August 2025	57,262	806	3,527	1,199	62,794
Depreciation					
At 1 September 2024	73	-	762	611	1,446
Charge for the year	1,331	-	309	277	1,917
On disposals	-	-	(6)	-	(6)
At 31 August 2025	1,404	-	1,065	888	3,357
Net book value					
At 31 August 2025	55,858	806	2,462	311	59,437
At 31 August 2024	15,988	-	1,637	192	17,817

Included in land and buildings is freehold land at valuation of £5.43m and leasehold land at valuation of £12.32m, which are not depreciated.

Land and buildings transferred into the Academy Trust relate to the fair values of land and buildings at Knole Academy, Gravesend Grammar School and Whitehill Primary School which all joined the Academy Trust during the year. Further details are set out in note 36.

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Notes to the Financial Statements
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18. Fixed asset investments

Principal subsidiaries

The following was a subsidiary undertaking of the Academy Trust:

Name	Company number	Registered office or principal place of business	Principal activity	Class of shares
Knole Academy Enterprises	09221523	Knole Academy Trust, Bradbourne Vale Road, Sevenoaks, Kent, England, TN13 3LE	Sports facilities	Limited by guarantee

The financial results of the subsidiary for the year were:

Name	Income £000	Expenditure £000	Profit/(Loss) for the year £000	Net assets £000
Knole Academy Enterprises	326,265	326,265	-	-

A covenant is in place which determines that Knole Academy Enterprises will gift aid its profits each year to the Trust, and expenditure includes a provision for this donation bringing the result for the year to £nil.

19. Debtors

	2025 £000	2024 £000
Trade debtors	84	43
Other debtors	218	557
Prepayments and accrued income	2,017	744
	<u>2,319</u>	<u>1,344</u>

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Notes to the Financial Statements
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20. Creditors: Amounts falling due within one year

	2025	<i>2024</i>
	£000	<i>£000</i>
Other loans	9	10
Trade creditors	563	457
Other taxation and social security	822	390
Other creditors	1,046	529
Accruals and deferred income	1,155	660
	<u>3,595</u>	<u>2,046</u>
	2025	<i>2024</i>
	£000	<i>£000</i>
Deferred income at 1 September 2024	414	361
Resources deferred during the year	513	414
Amounts released from previous periods	(414)	(361)
	<u>513</u>	<u>414</u>

At the balance sheet date the Academy Trust was holding funds received in advance of the 2025/26 academic year for DfE UIFSM, school trips, lettings and catering income.

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

	2025	<i>2024</i>
	£000	<i>£000</i>
Other loans	34	25

The other loans balance above and in note 20 comprises: interest free Salix loan funding from the DfE of £43k in respect of five capital projects. In the year, two new Salix loans totalling £21k were transferred into the trust from existing academy trusts joining and have been included within the above totals.

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is £5k (2024 - £2k).

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Notes to the Financial Statements
For the Year Ended 31 August 2025

22. Statement of funds

	Balance at 1 September 2024 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2025 £000
Unrestricted funds						
General Fund	1,820	2,138	(123)	654	-	4,489
Transfer in from existing academy	-	1,691	-	(1,691)	-	-
	<u>1,820</u>	<u>3,829</u>	<u>(123)</u>	<u>(1,037)</u>	<u>-</u>	<u>4,489</u>
Restricted general funds						
General Annual Grant (GAG)	821	36,977	(37,849)	2,176	-	2,125
Other DfE	112	9,352	(9,464)	-	-	-
Other government	34	1,905	(1,863)	-	-	76
Other restricted	-	528	(528)	-	-	-
Transfer in from existing academy	-	1,470	-	(1,470)	-	-
Pension reserve	-	-	531	-	(531)	-
	<u>967</u>	<u>50,232</u>	<u>(49,173)</u>	<u>706</u>	<u>(531)</u>	<u>2,201</u>
Restricted fixed asset funds						
Fixed assets	17,817	-	(1,917)	43,537	-	59,437
Capital grants and donations	1,354	2,588	(570)	(2,229)	-	1,143
Salix loan	(34)	-	-	(9)	-	(43)
Transfer in from existing academy	-	40,968	-	(40,968)	-	-
	<u>19,137</u>	<u>43,556</u>	<u>(2,487)</u>	<u>331</u>	<u>-</u>	<u>60,537</u>
Total Restricted funds	<u>20,104</u>	<u>93,788</u>	<u>(51,660)</u>	<u>1,037</u>	<u>(531)</u>	<u>62,738</u>
Total funds	<u>21,924</u>	<u>97,617</u>	<u>(51,783)</u>	<u>-</u>	<u>(531)</u>	<u>67,227</u>

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Notes to the Financial Statements
For the Year Ended 31 August 2025

22. Statement of funds (continued)

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

General Annual Grant ("GAG") must be used for the normal running costs of the Academy Trust.

The other DfE grant fund is used to track non-GAG revenue grant funding received from the DfE and connected bodies, and principally included the material grants detailed separately in note 7.

The other government grants fund is used to track grants provided by government departments, including the Local authority.

The other restricted fund is used to track catering income and expenditure as well as any non-government grant restricted income.

The pensions reserve is a restricted fund to account for the Local Government Pension Scheme movements.

The restricted fixed asset funds are carried forward to meet the specific costs of fixed asset projects and to cover the depreciation charges that will be required on these projects going forward and the current fixed assets held. The total transfer to the fund of £331k represents capital expenditure funded by revenue reserves and the movement in the Salix loan balance.

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

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Notes to the Financial Statements
For the Year Ended 31 August 2025

22. Statement of funds (continued)

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

	<i>Balance at 1 September 2023 £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 2024 £000</i>
Unrestricted funds						
General Fund	2,854	1,379	(1,449)	(964)	-	1,820
Transfer in on conversion	-	82	-	(82)	-	-
	<u>2,854</u>	<u>1,461</u>	<u>(1,449)</u>	<u>(1,046)</u>	<u>-</u>	<u>1,820</u>
Restricted general funds						
General Annual Grant (GAG)	245	22,645	(22,897)	828	-	821
Other DfE	86	4,833	(4,807)	-	-	112
Other government	43	1,086	(1,095)	-	-	34
Other restricted	-	363	(363)	-	-	-
Transfer in on conversion	-	6	-	(6)	-	-
Pension reserve	-	-	328	6	(334)	-
	<u>374</u>	<u>28,933</u>	<u>(28,834)</u>	<u>828</u>	<u>(334)</u>	<u>967</u>
Restricted fixed asset funds						
Fixed assets	9,167	8,441	(414)	623	-	17,817
Capital grants and donations	1,193	938	(592)	(185)	-	1,354
Salix loan	(44)	-	-	10	-	(34)
Transfer in on conversion	-	230	-	(230)	-	-
	<u>10,316</u>	<u>9,609</u>	<u>(1,006)</u>	<u>218</u>	<u>-</u>	<u>19,137</u>
Total Restricted funds	<u>10,690</u>	<u>38,542</u>	<u>(29,840)</u>	<u>1,046</u>	<u>(334)</u>	<u>20,104</u>
Total funds	<u>13,544</u>	<u>40,003</u>	<u>(31,289)</u>	<u>-</u>	<u>(334)</u>	<u>21,924</u>

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Notes to the Financial Statements
For the Year Ended 31 August 2025

22. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2025 were allocated as follows:

	2025	2024
	£000	£000
St George's Church of England School (SGS)	774	638
St Botolph's Church of England Primary School (STB)	292	327
Shorne Church of England Primary School (SHO)	72	109
Horton Kirby Church of England Primary School (HKP)	69	(6)
Stone St. Mary's Church of England Primary School (STO)	591	688
Sutton-at-Hone Church of England Primary School (SUT)	293	225
Rosherville Church of England Primary School (ROS)	168	107
Holy Trinity Church of England Primary School (HTG)	190	(125)
Halling Primary School (HAL)	293	199
Cliffe Woods Primary School (CWP)	354	296
Sedley's Church of England Primary School (SED)	132	96
Ditton Church of England Junior School (DIT)	(49)	(5)
Gravesend Grammar School (GGS)	862	-
Whitehill Primary School (WHP)	532	-
Knole Academy (KNO)	1,016	-
Central services	1,101	238
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	6,690	2,787
Restricted fixed asset fund	60,537	19,137
	<hr/>	<hr/>
Total	67,227	21,924
	<hr/> <hr/>	<hr/> <hr/>

The following academy is carrying a net deficit on its portion of the funds as follows:

	Deficit
	£000
Ditton Church of England Junior School	49
	<hr/> <hr/>

The reasons for these net deficits and the action being taken are explained below:

Ditton Church of England Junior School - 2024/25 year 6 cohort of just 45 pupils, which cannot be resolved by the merging of classes across year groups. New leadership has inherited a school in need of change/development requiring careful prioritisation of the funding available.

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Notes to the Financial Statements
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22. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2025 £000	Total 2024 £000
SGS	7,069	1,083	822	1,111	10,085	9,311
STB	1,711	278	162	273	2,424	2,355
SHO	854	70	105	128	1,157	1,050
HKP	916	71	106	112	1,205	1,324
STO	2,267	263	251	633	3,414	3,174
SUT	1,584	373	134	217	2,308	2,217
ROS	733	118	74	110	1,035	935
HTG	1,755	151	137	337	2,380	2,425
HAL	1,560	254	145	305	2,264	2,040
CWP	1,675	251	148	253	2,327	2,164
SED	452	44	67	75	638	584
DIT	875	98	109	157	1,239	994
GGs	3,463	353	415	374	4,605	-
WHP	1,172	262	124	146	1,704	-
KNO	6,781	1,309	991	1,090	10,171	-
LGPS	-	(531)	-	-	(531)	(328)
Central services	1,184	1,283	331	643	3,441	2,630
Academy Trust	34,051	5,730	4,121	5,964	49,866	30,875

23. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000
Tangible fixed assets	-	-	59,437	59,437
Current assets	4,640	5,216	1,563	11,419
Creditors due within one year	(151)	(3,015)	(429)	(3,595)
Creditors due in more than one year	-	-	(34)	(34)
Total	4,489	2,201	60,537	67,227

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23. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2024 £000</i>	<i>Restricted funds 2024 £000</i>	<i>Restricted fixed asset funds 2024 £000</i>	<i>Total funds 2024 £000</i>
Tangible fixed assets	-	-	17,817	17,817
Current assets	1,853	2,971	1,354	6,178
Creditors due within one year	(56)	(1,980)	(10)	(2,046)
Creditors due in more than one year	23	(24)	(24)	(25)
Total	1,820	967	19,137	21,924

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

	2025 £000	2024 £000
Net income for the year (as per Statement of Financial Activities)	45,834	8,714
Adjustments for:		
Depreciation	1,917	414
Capital grants from DfE and other capital income	(2,588)	(938)
Interest receivable	(2)	-
Defined benefit pension scheme obligation inherited	-	(6)
Defined benefit pension scheme cost less contributions payable	(400)	(264)
Defined benefit pension scheme finance cost	(131)	(64)
Decrease/(increase) in stocks	11	(20)
Increase in debtors	(975)	(86)
Increase in creditors	1,550	356
Transfer in on conversion	-	(230)
Transfer of fixed asset from existing academy trust	(40,875)	-
Donated fixed assets	-	(8,441)
Net cash provided by/(used in) operating activities	4,341	(565)

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25. Cash flows from financing activities

	2025	<i>2024</i>
	£000	<i>£000</i>
Repayments of borrowing	(13)	(9)
Loans transferred from in from existing academy trust	21	-
Net cash provided by/(used in) financing activities	8	(9)

26. Cash flows from investing activities

	2025	<i>2024</i>
	£000	<i>£000</i>
Dividends, interest and rents from investments	2	-
Purchase of tangible fixed assets	(2,662)	(393)
Capital grants from DfE Group	2,027	938
Capital funding received from sponsors and others	561	-
Net cash (used in)/provided by investing activities	(72)	545

27. Analysis of cash and cash equivalents

	2025	<i>2024</i>
	£000	<i>£000</i>
Cash in hand and at bank	9,036	4,759
Total cash and cash equivalents	9,036	4,759

28. Analysis of changes in net debt

	At 1 September 2024 £000	Cash flows £000	At 31 August 2025 £000
Cash at bank and in hand	4,759	4,277	9,036
Debt due within 1 year	(10)	1	(9)
Debt due after 1 year	(25)	(9)	(34)
	4,724	4,269	8,993

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29. Capital commitments

	2025	2024
	£000	£000
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	32	-
Purchase, construction or development of property	-	1,010
	32	1,010

30. Pension commitments

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

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

Contributions amounting to £934,000 were payable to the schemes at 31 August 2025 (2024 - £502,000) and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2027.

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Notes to the Financial Statements
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30. Pension commitments (continued)

The employer's pension costs paid to TPS in the year amounted to £5,397,000 (2024 - £2,878,000).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £2,556,000 (2024 - £1,729,000), of which employer's contributions totalled £2,032,000 (2024 - £1,376,000) and employees' contributions totalled £524,000 (2024 - £353,000). The agreed contribution rates for future years are 22.5 per cent for employers and 5.5 to 12.5 per cent for employees.

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

Principal actuarial assumptions

	2025 %	2024 %
Rate of increase in salaries	3.55	3.75
Rate of increase for pensions in payment/inflation	2.55	2.75
Discount rate for scheme liabilities	6.05	5.10
Inflation assumption (CPI)	2.95	3.05

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

	2025 Years	2024 Years
Retiring today		
Males	21.4	20.7
Females	23.7	23.3
Retiring in 20 years		
Males	23.0	22.0
Females	25.4	24.7

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30. Pension commitments (continued)

Sensitivity analysis

	2025	<i>2024</i>
	£000	<i>£000</i>
Discount rate +0.1%	(474)	(323)
Discount rate -0.1%	487	332
Mortality assumption - 1 year increase	595	446
Mortality assumption - 1 year decrease	(582)	(434)
CPI rate +0.1%	479	321
CPI rate -0.1%	(467)	(312)

Share of scheme assets

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

	At 31 August	<i>At 31 August</i>
	2025	<i>2024</i>
	£000	<i>£000</i>
Equities	20,849	9,921
Gilts	1,843	1,214
Corporate bonds	5,031	2,525
Property	2,764	1,607
Cash and other liquid assets	987	423
Investment funds	1,742	881
Infrastructure	1,625	810
Total market value of assets	34,841	<i>17,381</i>

The actual return on scheme assets was £1,836,000 (2024 - £1,196,000).

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

	2025	<i>2024</i>
	£000	<i>£000</i>
Current service cost	(1,616)	(1,079)
Interest income	1,410	823
Interest cost	(1,279)	(759)
Benefit changes, gain/(loss) on curtailment and gain/(loss) on settlement	-	(20)
Administrative expenses	(16)	(13)
Transfer in on converter academies	-	6
Total amount recognised in the Statement of Financial Activities	(1,501)	<i>(1,042)</i>

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30. Pension commitments (continued)

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

	2025	2024
	£000	£000
At 1 September	16,221	14,188
Conversion of academy trusts	-	187
Transferred in on existing academies joining the trust	12,953	-
Current service cost	1,616	1,079
Interest cost	1,279	759
Employee contributions	524	353
Actuarial (gains)/losses	(5,796)	87
Benefits paid	(540)	(328)
Effects of non-routine settlements	-	(104)
At 31 August	26,257	16,221

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

	2025	2024
	£000	£000
At 1 September	17,381	14,728
Conversion of academy trusts	-	193
Transferred in on existing academies joining the trust	13,624	-
Interest income	1,410	823
Actuarial gains	426	373
Employer contributions	2,032	1,376
Employee contributions	524	353
Benefits paid	(540)	(328)
Effects of non-routine settlements	-	(124)
Administration expenses	(16)	(13)
At 31 August	34,841	17,381

As set out in note 3, the scheme surplus as at 31 August 2025 was £8,584,000 (2024 - £1,160,000), represented by the fair value of the assets less the fair value of the defined benefit obligations set out above. The trustees have considered it unlikely that a surplus being recognised would ever result in a repayment or reduction in contributions, given that such a surplus is probably only temporary. Therefore, the net surplus recognised within the financial statements has been restricted to £nil.

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31. Operating lease commitments

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

	2025 £000	2024 £000
Not later than 1 year	148	63
Later than 1 year and not later than 5 years	256	168
Later than 5 years	479	392
	<u>883</u>	<u>623</u>

32. Members' liability

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

33. Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for the DfE. In the accounting period ending 31 August 2025 the Academy Trust had an unspent balance brought forward of £4k (2024: £nil), received funds of £46k (2024: £16k and disbursed £39k (2024: £12k) from the fund. They also inherited funds of £40k (2024: £nil) when Knole Academy and The Decus Educational Trust joined the Trust. An amount of £51k is included in other creditors relating to undistributed funds. £7k (2024: £nil) is repayable to the DfE.

34. Post balance sheet events

Alkerden Church of England Academy, a newly built school, opened on 1 September 2025.

At 31 August 2025 the central trust revenue reserves contained £74k in respect of Alkerden's relating to pre-opening income and costs.

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35. Related party transactions

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

Expenditure related party transactions:

(1) Diocese of Rochester

The Rochester Diocesan Board of Education is a member of the Academy Trust. During the year the Academy Trust incurred a total cost of £6,741 (2024 - £6,715) in transactions with the Diocese of Rochester. The costs this year relate to payments under a service level agreement for training and other education matters as well as payments for training and courses which the trustees consider that only the Diocese of Rochester could provide. This was conducted in accordance with the requirements of the Academy Trust Handbook and the DfE was notified. The services provided were provided at no more than cost.

(2) Employment of close family members:

Under FRS 102 the close family of members or trustees of the Academy Trust, or of key management personnel, are deemed to be related parties.

During the year the following close family members of such individuals were employed by the trust and paid a salary under an employment contract for their individual roles:

L. Carey (formerly Sisterson), the wife of the CEO, Mr. S. Carey, was employed as a teacher.

N. Seath, the daughter of the CFO, Mr. T. Seath, was employed as a senior finance office. Following the resignation of the CFO, this related party transaction ceased on 31 August 2025.

In each case, the relevant connected individual had no involvement in the appointment of their close family member and the Board of Directors are comfortable that each salary provides value for money and is not at a preferential rate.

Income related party transactions:

(1) Parent, Teachers and Friends Association (PTFA)

The PTFAs made donations to the following schools in the Trust:

Shorne - £5,159 (2024 - £6,146)
Horton Kirby - £11,428 (2024 - £nil)
St Botolph's - £nil (2024 - £2,400)
Sutton-at-Hone - £3,500 (2024 - £16,365)
Halling - £9,486 (2024 - £5,193)
Sedley's - £1,065 (2024 - £3,845)
Cliffe Woods - £18,426 (2024 - £2,308)
Ditton - £nil (2024: £1,652)
Stone - £4,610 (2024: £nil)

(2) Knole Academy Enterprises

Knole Academy Enterprises (company number 09221523) is a trading subsidiary of the Trust from 1 September 2024 when the Knole Academy transferred into the Trust. The trading subsidiary gift aids its profits to the Academy Trust, for year ended 31 August 2025, £194,475 is receivable. £194,475 is outstanding at the year end.

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36. Transfer of existing academies into the Academy Trust

On 1 September 2024 Knole Academy transferred into the trust. Knole Academy was a single academy trust, company number 07115882 until this date.

On 1 March 2025, The Decus Educational Trust transferred into the trust. The Decus Educational Trust was a multi-academy trust, company number 07685923, until this date. Two schools formed part of The Decus Educational Trust which were transferred into the trust, Gravesend Grammar School and Whitehill Primary School.

Knole Academy

	Value reported by transferring trust £000	Transfer in recognised £000
Tangible fixed assets		
Long-term leasehold property	32,204	32,204
Furniture and equipment	26	26
Computer equipment	144	144
Current assets		
Debtors due after one year	817	817
Current asset investments	486	486
Cash at bank and in hand	886	886
Liabilities		
Creditors due within one year	(1,120)	(1,120)
Net assets	<u>33,443</u>	<u>33,443</u>

The Decus Educational Trust

	Value reported by transferring trust £000	Fair value adjustments £000	Transfer in recognised £000
Tangible fixed assets			
Freehold property	6,707	-	6,707
Long-term leasehold property	1,516	-	1,516
Furniture and equipment	219	-	219
Computer equipment	59	-	59
Current assets			
Debtors due after one year	325	-	325
Cash at bank and in hand	2,327	-	2,327
Liabilities			
Creditors due within one year	(567)	-	(567)
Creditors due after one year	(18)	-	(18)
Pensions - pension scheme liabilities	(5)	5	-
Net assets	<u>10,563</u>	<u>5</u>	<u>10,568</u>