

Company Registration No. 07627961 (England and Wales)



**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2024**

# GIRLS' LEARNING TRUST

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# GIRLS' LEARNING TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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<b>Trustees</b>	S. Gillett (Chair) H. Aumeer R. Chowdhury N. Chabrier A. Cooke R. Etchell F. Johnston N. Pepper V. Sivapalan P. Taylor (Vice Chair) A. Patel (from 15 July 2024) J. Smith (resigned 30 August 2024) C. Chant (from 21 October 2024)
<b>Members</b>	A. Attah (Independent Member) D. Evans (Independent Member) S. Gillett M. Grant (Independent Member) A. Hyams-Parish (Independent Member) S. Cooke (Independent Member – resigned 31 August 2024)
<b>Academies operated</b>	Nonsuch High School for Girls (NHSG) Wallington High School for Girls (WHSG) Carshalton High School for Girls (CHSG)
<b>Senior Management Team</b>	J. Smith (Chief Executive Officer (CEO until 31 August 2024)) T. Flynn (Chief Executive Officer from 1 September 2024) M. Devenney (Headteacher CHSG until 31 August 2024) A. Cavilla (Headteacher NHSG until 31 August 2024) T. O'Brien (Headteacher WHSG from 1 September 2023) A. Williamson-Jones (Headteacher NHSG from 1 September 2024) P. Baumann-Winn (Headteacher CHSG from 1 September 2024) A. Jesson (Chief People Officer) L. Funnell (Chief Finance Officer from 28 October 2024) R. Green (Chief Infrastructure Officer) M. Mannion (Head of Governance from 1 October 2024)
<b>Company Secretary</b>	M. Mannion
<b>Company registration number</b>	07627961 (England and Wales)
<b>Registered office</b>	Ewell Road Cheam Surrey SM3 8AB
<b>Independent auditor</b>	Baxter & Co Lynwood House Crofton Road Orpington BR6 8QE
<b>Bankers</b>	Lloyds Bank plc High Street Sutton Branch PO Box 1000 BX1 1LT
<b>Solicitors</b>	Stone King LLP Boundary House 91 Charterhouse Street London EC1M 6H

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the Financial Statements and auditor's report of the charitable company for the year 1 September 2023 to 31 August 2024. The Annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

At the start of the year 2023-24, the Trust had three schools and a pupil capacity of 4,370, of which approximately 1,100 were 6th form places. In October 2023, the number on roll in the three schools was 4,504 (as set out in the table below).

	2023-2024	
	*Planned Admission No.	October 2023 Student Census
<b>Nonsuch</b>		
Years 7-11	1,080	1,078
Years 12-13	420	449
Total	1,500	1,527
<b>Wallington</b>		
Years 7-11	1,050	1,045
Years 12-13	420	501
Total	1,470	1,546
<b>Carshalton</b>		
Years 7-11	1,230	1,246
Years 12-13	200	185
Total	1,430	1,431
<b>Total Girls Learning Trust</b>	<b>4,400</b>	<b>4,504</b>

*\*The official Planned Admission Number (PAN) relates to Years 7-11 only. However, the figures refer to an indicative planned admission number for Years 12 & 13 of 200 for Carshalton, 420 for Nonsuch and 420 for Wallington.*

## Structure, Governance and Management

### Constitution

The company is limited by guarantee with no share capital (registration no. 07627961) and is an exempt charity. The Charitable Company's Articles of Association are its primary governing documents.

With effect from 1 September 2015, Nonsuch High School for Girls formed a multi-academy trust (MAT) with Wallington High School for Girls, called the Nonsuch and Wallington Education Trust (NWET). On 1 February 2018, the company changed its name to Girls' Learning Trust and on 1 April 2018, Carshalton High School for Girls joined the MAT.

The charitable company operates as Girls' Learning Trust. The Academies operated are:

- Nonsuch High School for Girls (NHSG)
- Wallington High School for Girls (WHSG)
- Carshalton High School for Girls (CHSG)

The principal activity of the Trust is to provide a broad and balanced education to girls between the ages of 11 to 19 at the academies within the Trust. Funding is obtained from the Department for Education (DfE) through the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes.

The Trustees of Girls' Learning Trust are also the directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year, and to the date these Financial Statements are approved, are included in the Reference and Administrative Details on page 1.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 AUGUST 2024*

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#### Members' liability

Each member of the company undertakes to contribute to the assets of the company. In the event of the company being wound up while they are a member, or within one year after they cease to be a member, the liability of the members is limited to £10 each for the debts and liabilities contracted before they ceased to be a member.

#### Trustees' Indemnities

The Company has not given any indemnities to any third parties on behalf of any of the Trustees.

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

On 30 March 2023, the company adopted new Articles of Association in accordance with which, the Trust shall have the following Trustees:

- Up to 8 Trustees appointed by the Members.
- The CEO if appointed as a Trustee (provided that the incumbent agrees to act)
- In the event that either there are no LGB's established, or where there is no provision on the LGB's for at least 2 Parent Local Governors, then the Trust Board shall have a minimum of 2 Parent Trustees
- There may also be Co-opted Trustees appointed by the Trustees

Details of the exact mechanisms by which Trustees may be recruited and appointed are set out in detail in the Articles of Association, which are published on the Trust section on the Schools' websites.

#### Policies and procedures adopted for the induction and training of Trustees and Governors

The training and induction provided for new Trustees and Governors on the Local Governing Bodies (LGBs) depends on their prior and existing experience. Where necessary, induction provides training in charity, education, legal and financial matters. All Trustees and Governors are provided with the information needed (including reports, policies, minutes, budgets, etc.) to undertake their role as Trustees and/or Governors.

The Trust also purchases appropriate training from sector bodies to support Trustees and Governors in their roles, as well as subscribing to the National Governance Association and Confederation of School Trusts for up to date information and online training resources.

#### Organisational structure

The Trust has two levels of governance. Firstly it has up to five Members, some of whom may also be Trustees of the Trust Board (or Governors from one of the LGBs) and at least one member who is independent. Members have an overview of the governance arrangements of the Trust as set out in the Articles of Association.

The second level of governance is the Trust Board. This is ultimately responsible and accountable for each academy in the Trust and decides the strategic direction of the Trust. The Trust Board is supported by Trust Committees, which include local governing bodies (LGBs) with delegated authority, as set out in the Scheme of Delegation, and comprising members from both the Trust Board and the academy LGBs. The Scheme of Delegation and Terms of Reference for each committee can be found in the GLT Governance Handbook which is published on the Trust website.

The Trust committees are:

- Admissions Committee
- Governance, Risk and Audit Committee
- Trust HR and Remuneration Committee
- Trust Finance Committee
- Carshalton Local Governing Body
- Nonsuch Local Governing Body
- Wallington Local Governing Body

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

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The Trust Board sets an annual Trust Development Plan, as well as annual key performance indicators (KPIs), to allow the strategic vision of the Trust to be monitored and reviewed. Each LGB determines its school's direction and sets its own School Development Plan in line with the Trust's strategic vision. The GLT Scheme of Delegation (found in the GLT Governance Handbook) provides delineation between the Trust Board and the LGBs.

The funding for schools within the Trust is allocated on an individual academy basis. Funding is governed through a master funding agreement between the Secretary of State for Education and the Trust, and by supplemental agreements between the Secretary of State and each academy.

The Trust, has no subsidiaries, it does have two connected organisations both described under 'Related Parties and Other Connected Charities' section.

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

The Executive Team (as described in Reference & Administrative Details) are the key management personnel of the trust. For each member of the Executive Team, during the 2023/24 academic year, pay was determined by their individual contractual agreements and the Trust Remuneration Committee, having regard to their performance against objectives set the previous year.

The terms of reference of the Remuneration Committee are to approve the appropriate remuneration and terms of service for the Chief Executive (CEO), Chief Operating Officer (COO) and for the Headteachers of the Trust. The Remuneration Committee ensures the Trust's responsibilities regarding executive pay are transparent, proportionate and justifiable. In so doing, the Committee takes into account of factors including performance, independent analysis, benchmarking against similar Trusts within the sector and relevant national pay awards. It ensures there is a clear link between executive pay and the Trust's strategy, and that the remuneration and other contract terms for the CEO, COO and Headteachers are both affordable and in the long-term interest of the Trust.

The Trustees are also senior management, although they receive no pay or other remuneration in respect of their role as trustees. During 2023-24, one Trustee (ex-officio) received remuneration as the CEO and pay is determined by the Remuneration Committee (as stated above). Further details of any remuneration and/or expenses paid to Trustees are set out within the notes to the accounts.

#### Trade Union Facility Time

##### **Relevant union officials**

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

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

Percentage of time	Number of Employees
0%	-
1% - 50%	3
51% - 99%	-
100%	-

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

Total cost of facility time	£1,000
Total pay bill	£24,565,000
Percentage of total pay bill spent on facility time	<0.01

##### **Paid trade union activities**

Time spent on paid trade union activities as a percentage of total paid facility time hours.	100%
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# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### Related Parties and other Connected Charities and Organisations

The company has two connected organisations:

##### Nonsuch High School Charitable Trust (NCT) (separate legal entity, charity number 11376656)

Nonsuch High School Charitable Trust was formed to advance for the public benefit the education of students of Nonsuch High School for Girls by supplementing the educational provision and facilities for teaching and learning of all subjects and the provision of recreational and other charitable support and facilities at the School, where the funds made available by the government for this purpose are insufficient to meet the cost of the same.

##### Wallington High School for Girls (WHSG) (company number 07635448)

With effect from 1 September 2015, WHSG joined Girls' Learning Trust (GLT). On 1 September 2015 all of the company's operations, assets and liabilities transferred to GLT for nil consideration. The company was dormant throughout the year ended 31<sup>st</sup> August 2024.

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

The Companies (Miscellaneous Reporting) Regulations 2018 introduce a requirement for companies with more than 250 employees to include a statement in their directors' (trustees') report regarding engagement with employees. The following statement summarises action taken during the period to introduce, maintain or develop arrangements aimed at:

- providing employees with information on matters of concern to them
- consulting employees or their representatives regularly so that the views of employees can be considered in making decisions which are likely to affect their interests
- encouraging the involvement of employees in the Trust's performance
- achieving a common awareness on the part of all employees of the factors affecting the performance of the Trust.
- The Trust's policy in respect of applications for employment from disabled persons, the treatment of employees who become disabled and the training, career development and promotion of disabled persons.

The Trust places immense value on the involvement of its employees and has continued to keep them informed on matters affecting them as employees and on the various factors affecting the performance of the Trust. This is achieved through formal and informal meetings, team briefings and internal newsletters/updates. Employee representatives are consulted regularly on a wide range of matters affecting their current and future interests.

In respect of disabled persons, the policy of the Trust is to support recruitment and retention of students, staff and Trustees/Governors with disabilities. Lifts, ramps and disabled toilets are installed and door widths are adequate to enable wheelchair access to the main areas of all the schools. The Trust does this by adapting the physical environment, making support resources available and through relevant training. Our policy is to promote the career development and promotion of disabled persons, irrespective of the nature of their disability and we will provide whatever assistance we reasonably can do in order to support the individual in meeting their career goals.

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

Similarly, the Companies (Miscellaneous Reporting) Regulations 2018 introduce a requirement for large companies to summarise how they have had regard to the need to foster the company's business relationships with suppliers, customer and others. The Trust recognises the importance of maintaining good business relationships with its suppliers and has clear procurement processes embedded in the GLT Financial Procedures to ensure that suppliers are treated in an even-handed manner. The performance of and relationship with key suppliers is constantly monitored to ensure that we treat suppliers fairly, ensuring that payment terms are adhered to and that we comply with contractual obligations placed upon the Trust (as shown in the table below). We encourage an open and ongoing dialogue with suppliers to ensure that we conduct our business with them in a professional commercial manner.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

Payment Dashboard 2023-24 (payments made from 1<sup>st</sup> September 2023 till 31<sup>st</sup> August 2024)

Payment made (after input date)	Number	Percentage
1-30 days	5895	99.49%
31-60 days	8	0.14%
61-90 days	22	0.37%
<b>Average number of days invoices are paid</b>	<b>Maximum terms</b>	<b>Payments made after agreed terms</b>
6 days	30 days	6%

### Objectives and Activities

Our objects and aims, described below, put students at the heart of all that we do. We have described our main achievements within the Strategic Report and also how we have performed against our objectives. We are committed to ensuring that we maintain strong and effective relationships with students, parents and wider stakeholders in the community.

#### Objects and Aims

The principal object in the Articles of Association is to advance for the public benefit education in the UK. This is delivered by the operation of the three academies offering a broad and balanced curriculum to students between the ages of 11 and 19 years.

The second object in the Articles of Association is to promote for the benefit of the inhabitants of Cheam, Sutton and the surrounding area the provision of facilities for recreation or other leisure time occupation.

#### Objectives, strategies and activities

##### **Our Vision**

Our vision is to be champions of excellence in girls' education, empowering young women to realise their full potential and shape the world.

##### **Our Mission**

We are committed to offering an outstanding education that promotes wellbeing and personal development for everyone in our schools, enriched by the opportunities that arise from being part of an girls' education trust.

We believe education should be about:

- Encouraging risk-taking and developing reflective approaches to teaching and learning.
- Championing equality and inclusion and challenging social and economic disadvantage.
- Building supportive and collaborative networks whilst allowing schools the autonomy to develop in ways that are best for their students.
- Offering broad and rich experiences that go well beyond the academic and lead to satisfying and rewarding career paths.
- Fostering a sense of pride in diversity.

##### **Trust Development and Growth**

Since 2015 we have been through two discreet phases of development as a Trust. As we emerge from the impact of the pandemic we are now moving into a period of growth – which creates an exciting environment for new staff joining us.

Phase: Development (2015 – 2018)

Academies join the Trust

Emergence of central services in Finance, IT, HR and Premises

Development of cross-Trust initiatives



# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

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Phase: Consolidation and Building Capacity (2019 – 2022)

New COO recruited

Consolidation of central services and of collaboration across schools

Rise in student population numbers

Post-Covid 19 recovery strategy

Phase: Growth (2023 – 2026)

New Chief Executive recruited

Explore opportunities for external partnerships

Increase income generation capacity

Strategic approach to succession planning

Prepare for declining secondary-stage population

#### Shared Strategic Priorities

As a Trust, we have agreed the following shared priorities for all our schools and central services over the next four years:

1. Promoting wellbeing and personal development for all
2. Excellent staff development for high quality teaching and learning
3. High-quality careers education and advice
4. Extensive enriched curriculum opportunities
5. Welcoming, and robustly supporting, disadvantaged students
6. Strength in equality, diversity and inclusion
7. Sustainability, efficiency and value for money
8. Effective governance
9. Championing collaboration across and outside our Trust
10. Recruiting and retaining the very best staff
11. Innovative and effective IT support and infrastructure
12. Well-maintained and managed facilities that support the aims of the schools and the Trust

#### Public benefit

The Trust aims to advance for the public benefit education in the United Kingdom. In setting the objectives of the Trust and planning the associated activities, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

#### Strategic Report

The Trust Development Plan was routinely monitored by the Trust Board during 2023-24.

#### Quality of education across the Trust

At Key Stage 4 in 2023-24, the Girls' Learning Trust was 'well above average' and in the top 6% of Trusts on Progress 8 scores.

#### Ofsted Inspections

The most recent Ofsted inspections are as follows:

- Carshalton High School for Girls was inspected in January 2023 and was designated as 'good'.
- Nonsuch High School for Girls was inspected in May 2021 and was designated as 'good'.
- Wallington High School for Girls was inspected in October 2019 and was designated as 'good'.

In all cases, detailed feedback was obtained and incorporated in the Trust and School Development Plans.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 AUGUST 2024**

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### Achievements and Performance

Figures for 2019 – 2021 are not included because public examinations were not taken by students.

In terms of student achievement, the Trust delivered strong academic outcomes in summer 2024. All 3 schools met, or exceeded, KPI targets for student performance. The tables below summarise the verified examination performance at the schools across the Trust. Both Nonsuch and Wallington are academically selective, whereas Carshalton has a comprehensive intake in a highly selective local authority. The improvement in P8 since 2019 at Carshalton is very pleasing.

<b>GCSE</b>	<b>18/19</b>	<b>21/22</b>	<b>22/23</b>	<b>23/24</b>
<b>Progress 8</b>				
Carshalton	0.03	0.22	0.46	0.42
Nonsuch	1.04	0.90	1.29	1.03
Wallington	1.07	0.90	0.98	0.92
<b>Entering EBacc</b>				
Carshalton	70%	37%	31%	11%
Nonsuch	85%	86%	77%	70%
Wallington	97%	56%	70%	60%

<b>% 5+ grades including English/Maths</b>				
Carshalton	42%	52%	53%	57%
Nonsuch	99%	100%	99%	99%
Wallington	99%	99%	100%	99%
<b>Attainment 8 Score</b>				
Carshalton	46.7	52.1	52.80	52.64
Nonsuch	80.7	81.3	82.0	81.19
Wallington	79.4	82.8	79.9	79.2
<b>Progress 8 Disadvantaged</b>				
Carshalton	-0.26	-0.15	0.17	-0.41
Nonsuch	1.18	0.61	1.19	0.75
Wallington	0.58	0.90	0.62	1.01

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

A Level	18/19	21/22	22/23	23/24
<b>% A* grades</b>				
Carshalton	2%	5%	4.0%	3%
Nonsuch	22%	36%	19%	16%
Wallington	14%	34%	18%	20%
<b>% A*/A grades</b>				
Carshalton	9%	18%	12.0%	16%
Nonsuch	55%	65%	54%	48%
Wallington	43%	66%	50%	56%
<b>% A*-B grades</b>				
Carshalton	25%	42%	29%	38%
Nonsuch	80%	86%	79%	76%
Wallington	71%	85%	76%	80%
<b>% A*-E grades</b>				
Carshalton	90%	97%	90.00	99%
Nonsuch	100%	95%	100%	100%
Wallington	99%	100%	100%	100%
<b>L3 Value Added</b>				
Carshalton	-0.32	-0.38	not available for this year	-0.35
Nonsuch	-0.13	-0.03		-0.52
Wallington	-0.07	0.11		N/A
<b>A Level ALPS</b>				
Carshalton	7	7	8	6
Nonsuch	5	4	4	5
Wallington	6	3	5	4

### Onward Destinations

An important measure is where students move to in terms of onward university destinations. The table below summarises university entry from Trust school over the past 5 years.

Destinations	19/20	20/21	21/22	22/23	23/24
<b>1<sup>st</sup> Choice University</b>					
Carshalton	85%	89%	69%	89%	91%
Nonsuch	63%	70%	72%	85%	68%
Wallington	57%	70%	67%	79%	85%
<b>Oxbridge</b>					
Carshalton	0%	2% (1)	0%	2%	0%
Nonsuch	8% (12)	5% (9)	4% (8)	5% (10)	6%
Wallington	2% (4)	4% (8)	7% (17)	4% (11)	5%

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### Key Performance Indicators

At the start of the financial year, the Trustees set the consolidated Trust budget, taking into account the anticipated income and expenditure of each school (including a share of Trust costs) and with reference to reserves readily available to spend (excluding fixed asset reserve and the pension reserve). During the course of 2023-24 the Trust has taken pro-active steps to maximise revenues and manage costs.

The Trust shares the costs of centralised functions (such as the CEO, CFO, finance, audit services, premises staff, HR, IT, etc) in proportion to the main government funded element of school revenues (General Annual Grant – GAG) and these costs are embedded in the school level budgets.

Approximately 89% (£27,928k) of the Trust's income in 2023-24 was government funded through the General Annual Grant and other ESFA and DfE funding sources, with the remaining funds coming from capital grants, parental donations, trips & visits, and other sources generated during the year. Total income was £34,747k in 2023-24.

The Trustees aim to budget staffing costs within 78-82% of annual school income from government funding sources, including ESFA and DfE (excluding capital grants, trips & visits and parental donations). For 2023-24, the figure was around 74% across the Trust.

When determining the budget for each school, a key figure that the Trustees consider is the net surplus or deficit. For 2023-24, it was planned that expenditure would be in line with GAG income and the budget for each school was set at a broadly balanced budget.

At all the schools, capital expenditure was also planned for 2023-24 and in some instances, funding was drawn from reserves brought forward from previous years.

The Trust regularly reviews the monthly management reports and the following financial KPIs:

- Staffing as a % of GAG & Other Govt Income
- In-Year Surplus/(Deficit) as % GAG & Other Govt Income
- GLT Shared Services costs as % GAG & Other Govt Income
- Free Reserves > £1 million

#### 'Advantaging the disadvantaged'

In 2019 the GLT Admissions Policy for entry for the two selective schools (NHSG and WHSG) was amended to allow up to a 10% reduction in the entrance tests pass mark for any students in receipt of Pupil Premium. This was amended to 20% in 2024 for 2025 entry. These students were also given a higher priority in the oversubscription criteria with up to 35 places reserved for Pupil Premium students. Numbers of Pupil Premium students gaining places in these schools have been steadily increasing since then.

Alongside this an outreach programme has continued to operate in partnership with local primary schools with a high proportion of disadvantaged students. The aim of this initiative is to enable the two selective schools to better represent the community they serve, in terms of the proportion of disadvantaged students who gain admission.

Number of Pupil Premium in Year 7 September	Carshalton	Nonsuch	Wallington
Number gaining entry in September 2024 (percentage of year group)	69 (26%)	18 (8%)	30 (14%)
Number gaining entry in September 2023 (percentage of year group)	82 (30%)	15 (7%)	22 (11%)
Number gaining entry in September 2022 (percentage of year group)	71 (26%)	15 (7%)	20 (10%)

Work to support disadvantaged students continues across our Trust (see school websites for details) with a cross-trust group, led by one of the Heads, meeting regularly to share good practice and leverage our efficiencies.

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# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 AUGUST 2024*

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#### Supporting wellbeing for staff and students across the Trust

Schools have continued this year to address Mental Health and Wellbeing action plans for students and progress can be found in the minutes of LGB meetings.

Since 2022, the Trust has invested in the Welbee programme to survey staff engagement annually in all three schools and in shared services. Members of the Executive have presented the findings and their resultant action plans to the Trust HR and Remuneration committee.

We have also updated our staff recruitment literature to include clear statements on the positive actions our schools have taken to reduce teacher workload and improve staff wellbeing generally.

#### Going concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, the board of trustees 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.

#### Promoting the success of the company

The trustees regards these matters is embedded in their decision-making process, through the Trust's strategy, culture, governance framework, management systems stakeholder engagement processes.

In settings its strategy, the Board considers:

- School/pupil performance data
- Financial performance and benchmarking
- Feedback from various scrutiny reports
- Risks identified by the Risk register
- Stakeholders feedback and views
- Independent feedback and validations.

The Trustees' strategy is focused on offering an outstanding education that promotes wellbeing and personal development for everyone in GLT schools, enriched by the opportunities that arise from being part of a girls' education trust and underpinned by the vision of excellence in girls' education, empowering young women to realise their full potential and shape the world. Trustees regularly discuss issues concerning students, families, employees, suppliers, regulators and our communities. An outward-looking focus, and partnership working, is central to our ethos.

## **Financial Review**

The Trust receives its income from a number of different sources. The majority of the Trust's income comes from central government via the Education and Skills Funding Agency (ESFA) which provides a grant, based largely on student numbers, to cover staffing and other general running costs (General Annual Grant - GAG).

The ESFA also provides the Trust with additional grants which are earmarked for specific purposes (such as Pupil Premium which must be used to raise the attainment of disadvantaged pupils and Capital Improvement Funds which must be used for specified capital projects). These appear in the accounts as DfE/ESFA grants.

Where the Trust receives grant or other funding from the Local Authority (such as where the Trust undertakes responsibilities on the LA's behalf in respect of students) this appears in the accounts as other government grants. Such income is collectively referred to as "Restricted Funds".

Other income is received from parents (for example as contributions to trip or other costs) and from third parties (for example from bank interest on account balances or from others who are charged for their use of school facilities). Such other income may be restricted or unrestricted, depending on whether it comes to the Trust with conditions as to its use or whether it is available for spending at the discretion of the Trustees.

The Trust holds funds in two broad categories, funds which are available for spending and other funds which are not available for spending.

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# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

Spendable funds are in turn sub-categorised between those which are available for spending at the discretion of Trustees ("Unrestricted Funds") and those which are subject to condition or restriction ("Restricted Funds").

Funds not available for spending include the book value of fixed assets such as land, buildings and equipment. These have a value and are, therefore, included as assets in the accounts but, clearly, we cannot spend this value. In common with all academies and local authorities, our share of the Local Government Pension Scheme (LGPS) surplus / (deficit) must also be reflected in our accounts and as this is not a conventional asset / (liability), it does not get included in spendable funds. The Trust meets its obligations in respect of the LGPS by paying over pension contributions due as calculated by the scheme's actuaries.

The following balances held were held at 31 August:

<b>Fund</b>	<b>Category</b>	<b>2024 £'000</b>	<b>2023 £'000</b>
GAG	Restricted General Funds	3,217	2,931
Other Grant Funds	Restricted General Funds	-	-
Other Income	Restricted General Funds	1,467	1,254
	<b>Sub-total General Restricted Funds</b>	<b>4,684</b>	<b>4,185</b>
Unspent Capital Grants	Restricted Fixed Asset Fund	1,636	304
Other Income	Unrestricted General Fund	2,569	2,161
	<b>Sub-Total Spendable Funds</b>	<b>8,889</b>	<b>6,650</b>
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	74,343	74,257
Share of LGPS Surplus / (Deficit)	Restricted Pension Reserve	-	(2,013)
	<b>Total All Funds</b>	<b><u>83,232</u></b>	<b><u>78,893</u></b>

During the year under review there was an increase of £499k (2023: increase of £158k) on general restricted funds, an increase of £408k (2023: increase of £502k) on unrestricted funds and after LGPS valuation adjustments, depreciation and capital income and expenditure, an overall increase of £4,339k (2023: increase of £3,088k) on total funds.

#### Reserves policy

The Trustees keep spendable reserves under constant review to ensure that they have sufficient income to run the schools on an efficient basis without affecting the quality of teaching and learning. A new reserves policy came into effect at the start of the 2023/24 academic and financial year. The new policy outlines the Trust's approach to maintaining reserves, ensuring financial stability and risk management in alignment with the Trust's long-term strategic goals. At present, it is considered prudent to hold reserves of £1.9 million across the Trust.

The Trust had unrestricted general reserves of £2,569k at 31 August 2024 (2023: £2,161k) and restricted general reserves of £4,684k (2023: £4,185k). Total spendable funds were £8,889k (2023: £6,650k) including the unspent capital grants of £1,636k (2023: £304k).

Net spendable funds are being held in line with the reserves policy as follows:

	£'000
Trust Financial Stability Fund	1,300
Trust Growth Fund	600
School Funds	336
Designated – Wallington Canteen balance	2,326
Designated – Carshalton Canopy balance	75
Trust Improvement Funds	2,616
	<b>7,253</b>

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

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After meeting the requirements of the reserves policy and funds identified for future expansion, the Trust has developed a number of major capital projects:

- At Wallington, a facilities masterplan for major capital works to address the inadequate canteen and kitchen facilities and shortfall of Sixth Form study space.
- At all three schools, an update to the capital plan to ensure the physical and IT estate is up to date.

Reserves have been set aside by the Trust to contribute to these facility masterplans, and these projects will substantively reduce the reserves carried forward into 2024/25.

#### Investment policy and powers

There are no investments held beyond cash deposits retained in a major UK clearing banks. Speculative investments are not permitted. The Trustees have reviewed their investment and banking arrangements during the course of the year and have arranged for a short term deposit account to be opened at Lloyds Bank, in addition to the Lloyds Bank business accounts. Trust will keep its Treasury and Investment Policy under review.

#### Principal Risks and Uncertainties

Over the course of the year, the Trustees have assessed the major risks to which the Trust is exposed, in particular those relating to:

- Safeguarding, Prevent & child protection
- Student numbers
- GLT going concern, development & future growth
- Critical incident (including cyber attacks)
- Education delivery & standards
- Staff recruitment & retention
- Capability of Trust Board & Local Governing Bodies (LGBs)
- Compliance (policy, GDPR, equality, other government policies)
- Health and safety

The Trustees have a formal Risk Management Policy in place, which is reviewed annually and clearly sets out how principal risk are identified and then mitigated. This includes a structured approach to the use of risk registers for the overall Trust and associated key operating areas. The Trust has a Governance, Audit and Risk Committee in place and the Trust Board formally reviews the Trust Risk Register at each meeting.

Trustees keep spendable reserves (i.e. liquidity and cashflow) under review to ensure that they have sufficient income to run the Trust on an efficient basis without affecting the quality of teaching and learning.

#### Financial and risk management objectives and policies

As the nature of the financial instruments dealt with by the company is relatively simple (bank balances, debtors and "trade" creditors), Trustees consider the associated risk in this area to be minimal.

The Trust has an effective system of internal financial controls, and this is explained in more detail in the Governance Statement (relating to internal control). Where significant financial risks remain, they have ensured they have adequate insurance cover.

The risk resulting from the company's share of the LGPS deficit is managed by following the advice of the scheme's actuaries, specifically as regards the level of contributions payable, ensuring that annual budgets are drawn up to reflect the actuary's advice.

#### **Fundraising**

The Trust, and individual academies within it, organises fundraising events and appeals, and co-ordinate the activities of our supporters both in the academies and in the wider community on behalf of the Trust. The Trust does not use professional fundraisers or involve commercial participants.

# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

All fundraising is undertaken by the Trust in a manner that seeks to ensure that it is not unreasonably intrusive or persistent. Contact is made through email, academy newsletters, our websites and via students.

The Trust complies with the Fundraising Regulator's Code of Fundraising Practice, and there have been no complaints about fundraising activity this year.

#### Streamlined energy and carbon reporting (SECR)

<b>UK greenhouse gas emissions &amp; energy use data for:</b>	<b>1 September 2023 to 31 August 2024</b>	<b>1 September 2022 to 31 August 2023</b>
Energy consumption used to calculate emissions (kWh)	<b>4,255,356</b>	<b>4,182,732</b>
Energy consumption break down (kWh) (optional) <ul style="list-style-type: none"><li>• gas,</li><li>• electricity,</li><li>• transport fuel</li></ul>	2,586,838 1,659,753 8765	2,627,053 1,546,916 8763
<u>Scope 1 emissions in metric tonnes CO2e</u> Gas consumption	473	483
Owned transport – mini-buses	2	2
<u>Total scope 1</u>	475	485
<u>Scope 2 emissions in metric tonnes CO2e</u> Purchased electricity	344	361
<u>Scope 3 emissions in metric tonnes CO2e</u> Business travel in employee owned vehicles	0.11	0.03
Total gross emissions in metric tonnes CO2e	<b>818</b>	<b>846</b>
<u>Intensity ratio</u> Tonnes CO2e per pupil	<b>0.19</b>	<b>0.19</b>

#### **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 2024 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.

#### **Measures taken to improve energy efficiency**

In recent years, we have installed energy efficient boilers (when possible), LED lighting across all sites, increased video conferencing technology and minimised the need for travel between sites.



# GIRLS' LEARNING TRUST

## TRUSTEES' REPORT

**FOR THE YEAR ENDED 31 AUGUST 2024**

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### Plans for future periods

The GLT exists as an all-girls Trust that to delivers a first class education to young women ensuring that they realise their full potential and are well prepared for their future. Our strategic aims are based around:

1. Quality of education across the Trust
2. Trust growth & development
3. Maintaining financial stability
4. Increasing the proportion of disadvantaged students in the Trust
5. Supporting mental wellbeing for staff and students across the Trust

### Funds Held as Custodian Trustee on Behalf of Others

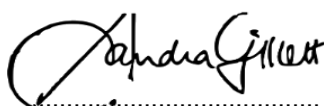
No funds were held by the company as Custodian Trustee for any other third parties.

### Auditor

In so far as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 16<sup>th</sup> December 2024 and signed on the Board's behalf by:



S. Gillett  
Chair of Trustees

# GIRLS' LEARNING TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2024**

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### Scope of Responsibility

The Trustees are responsible for ensuring that high standards of corporate governance are maintained. The role is a strategic one with three key functions:

- Overseeing the financial performance of the Trust and making sure its money is well spent.
- Holding the CEO to account for the educational performance of the schools and their pupils, and
- Ensuring clarity of vision, ethos and strategic direction.

As Trustees, we acknowledge we have overall responsibility for ensuring that Girls' Learning Trust (GLT) 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.

During 2023-24, the CEO acted as an ex-officio Trustee and a full time executive of the MAT. The CEO was responsible for the internal organisation, management and control of the academies, the implementation of all policies approved by the Trustees and for the direction of teaching and the curriculum across the schools.

Further, the Trustees have delegated day-to-day responsibility to the CEO, as Accounting Officer, to ensure that the financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Girls' Learning Trust and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the 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 Trust Board has formally met five times during the year. Attendance during the year at meetings of the Trust Board was as follows:

Trustees	Meetings attended	Out of a possible
S Gillett (Chair)	5	5
H Aumeer	5	5
N Chabrier	5	5
R Chowdhury	3	5
A Cooke	5	5
R Etchell	3	5
F Johnston	4	5
N Pepper	5	5
V Sivapalan	5	5
P Taylor (Vice Chair)	4	5
J Smith (CEO)	5	5
T Flynn (COO / in attendance)	5	5

In addition to the Trust board, each year the Trust holds an Annual General Meeting in which they receive the audited accounts and appoint auditors for the next year.

N Chabrier and V Sivapalan were appointed as Co-Opted Trustees on 1 September 2023 and A Patel was co-opted as a Trustee on 15 July 2024. A Cooke and R Chowdhury were appointed as Appointed Trustees by the Members at the Annual General Meeting on 18 December 2023.

J. Smith retired as CEO and as a Trustee on 31 August 2024.

### Conflict of interest

The Trust operates a comprehensive conflict of interest and associated gifts and hospitality policy. A formal register of interests is compiled and considered by the Board, with day-to-day responsibility for updating it delegated to both the CEO and COO. This spans all voluntary governance posts and leadership roles within all schools.

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# GIRLS' LEARNING TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2024**

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Staff and Trustees are required to declare any further potential conflicts at the start of all formal meetings, which are considered by committees and then minuted.

### **Governance reviews**

The Trust undertook a formal external review of its governance in Spring 2024 and agreed the action plan of recommendations at its meeting in July 2024. The external review concluded that governance arrangements across the Trust were generally good but identified some areas where practice could be improved. This included work around succession planning, skills development and diversifying the membership of the Trust Board, as well as some recommendations around streamlining committees of the Board.

As part of the review, the Board agreed that there would be internal reviews in 2024/5 and 2026/7, followed by an external governance review in 2027/8.

The Trust has a formal Governance Committee which oversees the development of governance and regularly monitors that it continues to have the right overall balance of people and skills. This self-evaluation was updated in autumn 2023 and was examined by the Trust Board in 2023-24.

The Finance Committee is a committee of the Trust Board and it has formally met five times during 2023-24. The purpose of the Finance Committee is to assist and support the Trust Board by ensuring sound oversight is exercised over the management of the Trust's finances and resources. Until June 2021, the Finance Committee also performed the function of Audit Committee.

Effective from June 2021, the Trust established a separate Audit & Risk Committee. Following an External Governance Review, Governance Committee and Audit and Risk Committee have been merged into Governance, Audit and Risk Committee, effective from 1 September 2024

Attendance at meetings in the year was as follows:

<b><u>Finance Committee 2023-2024</u></b>	Meetings attended	Out of a possible
N. Pepper (Chair) (Trustee)	5	5
H. Aumeer (Vice Chair) (Trustee & Chair Wallington LGB)	5	5
I. Ahmad (Wallington LGB)	4	5
N. Chabrier (Trustee)	2	2
R. Etchell (Trustee)	4	5
R. Nithyanandan (Nonsuch LGB)	3	5
A. Patel (Trustee)	4	5
J. Smith (Trustee) (CEO/Accounting Officer)	5	5
T. Flynn (COO) (in attendance)	5	5

<b><u>Trust Audit &amp; Risk Committee 2023-24</u></b>	Meetings attended	Out of a possible
R Etchell (Trustee) (Chair)	2	2
R. Chowdhury	2	2
A Clark (Trustee)	2	2
P. Taylor (Trustee & Vice Chair of Trust)	2	2
J. Smith (CEO) (in attendance)	2	2
T. Flynn (COO) (in attendance)	2	2

# GIRLS' LEARNING TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2024**

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### Review of Value for Money

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

The Accounting Officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the Trust Board where value for money can be improved, including the use of benchmarking data where available.

The Trust has continued to deliver value for money during the year through:

#### 1. Increased efficiency

- Throughout 2023-24, the Trust has actively managed the provision of teaching staff in the context of the Trust's expanding roll & the curriculum offer. It has considered efficiency & effectiveness in all its recruitment decisions, balancing the educational needs of the students with a relatively experienced staff base.
- During 2018-19, the Trust undertook an Integrated Curriculum & Financial Planning (ICFP) study to highlight areas for further scrutiny, including the curriculum at Nonsuch. The Trust also uses the ISBL School Optimisation Tool to obtain benchmarking data.
- The Trust has a consolidated GLT Shared Professional Services function to deliver finance, IT, premises, H&S, HR, payroll, capital projects, catering, cleaning and governance, and maximise efficiency and effectiveness.

#### 2. Better purchasing

- All purchases over £5,000 are subject to '3 quotes' to ensure best value is achieved in purchasing. Where possible across the Trust schools, we are buying together.
- The cleaning, catering, HR contract, legal retainer contract, health & safety contract, financial software and auditor services have been procured and managed centrally and at a lower cost to the individual schools.
- The Trust has benchmarked energy costs and considered short and medium term deals using comparative data from an energy broker. This will remain under pressure & closely monitored for 2024-25.
- The Trust has opted to procure insurance via the London Borough of Sutton having evaluated the Risk Protection Arrangement as an alternative.
- INSET costs across the Trust have been carefully prioritised and managed through shared training & development activities, including the Outstanding Teacher Programme.
- The Trust has stopped contracts that are no longer required (for example, memberships of educational forums, IT licences), run print-photocopy contracts beyond their planned lifecycle (to maximise costs avoided) and procured a more cost effective broadband suppliers.
- Where possible, the schools in the Trust have consolidated and simplified their systems, focussing on simplifying Microsoft 365 platforms, such as MS Teams, MS SharePoint and communication systems.

#### 3. Extra sources of income

- All three schools actively support local sport and community groups by hiring out school facilities during the weekend and evening. The income is used to maintain the facilities and improve the resources for our students and hirers. Following a successful tender, the Trust outsourced this activity to School Space in April 2022 in order to maximise income.
- All three schools are also supported by voluntary donations from parents.

The close collaboration across the MAT continues to generate cost savings and improvements in value for money, as the resources of all three schools are leveraged.

# **GIRLS' LEARNING TRUST**

## **GOVERNANCE STATEMENT**

***FOR THE YEAR ENDED 31 AUGUST 2024***

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### **Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Girls' Learning Trust for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

### **Capacity to handle risk**

The Trust Board has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Trust Board is of the view that there is a formal and on-going process for identifying, evaluating and managing the Trust's significant risks, including the Risk register being a standing item on all Trust Board and committee agendas. The system of internal controls has been in place for the period 01 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Trust Board, and from June 2021 an Audit & Risk Committee has been formed to oversee this work.

### **The Risk and Control Framework**

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

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

In addition, the Trust Governance, Audit and Risk Committee has had oversight of risks and controls in relation to:

- Safeguarding & child protection
- Health & safety, including business continuity
- Finance & governance
- Cyber security & IT strategy

In each case, the Governance, Audit and Risk Committee receives reports on externally procured audit and assurance work that has been examined by Local Governing Bodies and other Committees of the Trust, and has been made aware of any significant issues raised.

The Trustees are satisfied that all externally procured internal scrutiny services and reports from other functions (such as health & safety) have been fully delivered in line with the agreed schedule of testing. No material control issues have been notified to Trustees.

School Business Services have been appointed as the Trust's internal scrutiny partner for 2024-25.

# GIRLS' LEARNING TRUST

## GOVERNANCE STATEMENT

**FOR THE YEAR ENDED 31 AUGUST 2024**

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### Review of Effectiveness

The Accounting Officer has the 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 scrutiny advisor;
- the work of the external auditor;
- the work of other external organisations in relation to safeguarding & child protection
- the work of the Trust's external health & safety advisor;
- the work of the Governance, Audit and Risk Committee in relation to audit work
- the Accounting Officer Log Book, and School Resource Management Self-Assessment tool
- the work of the Chief Operating Officer, in conjunction with the finance team, who has responsibility for the implementation of the internal control framework.

The Accounting Officer has been advised of any implications of the system of internal control and, where appropriate, has established a plan to address any weaknesses and ensure continuous improvement of the systems in place.

### Conclusion

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

Approved by order of the members of the Trust Board on 16<sup>th</sup> December 2024 and signed on its behalf by:



S. Gillett  
Chair of Trustees



T. Flynn  
Accounting Officer

# GIRLS' LEARNING TRUST

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

**FOR THE YEAR ENDED 31 AUGUST 2024**

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

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

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



Dr T Flynn  
**Accounting Officer**

16 December 2024

# GIRLS' LEARNING TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

**FOR THE YEAR ENDED 31 AUGUST 2024**

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The trustees (who are also the directors of Girls' Learning Trust for the purposes of company law) are responsible for preparing the Trustees' report and the Financial Statements in accordance with the Academies Accounts Direction 2023 to 2024 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:

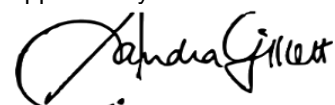
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- 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 that grants received from ESFA/DfE have been applied for the purposes intended.

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

Approved by order of the members of the Board of Trustees on 16 December 2024 and signed on its behalf by:



S Gillett

**Chair of Trustees**



# GIRLS' LEARNING TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GIRLS' LEARNING TRUST

**FOR THE YEAR ENDED 31 AUGUST 2024**

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### Opinion

We have audited the Financial Statements of Girls' Learning Trust for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the Financial Statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024.

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

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

We have nothing to report in this regard.

# GIRLS' LEARNING TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GIRLS' LEARNING TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2024**

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### **Opinions 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 incorporated strategic report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report, including the incorporated 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 are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error. In preparing the Financial Statements, the Trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the Financial Statements**

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal assurance reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

# GIRLS' LEARNING TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GIRLS' LEARNING TRUST (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2024**

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A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

### **Use of our report**

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



**Louise Hallsworth FCA (Senior Statutory Auditor)**  
for and on behalf of Baxter & Co

19 December 2024  
.....

**Chartered Accountants**  
**Statutory Auditor**

Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

# GIRLS' LEARNING TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GIRLS' LEARNING TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

**FOR THE YEAR ENDED 31 AUGUST 2024**

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In accordance with the terms of our engagement letter dated 14 November 2024 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Girls' Learning Trust during the period 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Respective responsibilities of Girls' Learning Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Girls' Learning Trust's funding agreement with the Secretary of State for Education dated 28 August 2015 and the Academy Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance, and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

### **Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Review of payments to staff;
- Review of payments to suppliers and other third parties;
- Review of grant and other income streams;
- Review of some key financial control procedures;
- Discussions with finance staff;
- Consideration of the record maintained by the Accounting Officer of the oversight they have exercised;
- Consideration of the programme of internal scrutiny implemented by the Academy Trust in order to comply with its obligations under 3.1 of the Academy Trust Handbook 2023, issued by the ESFA.

# GIRLS' LEARNING TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO GIRLS' LEARNING TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

**FOR THE YEAR ENDED 31 AUGUST 2024**

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### **Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2023 to 31 August 2024 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*Baxter & Co.*

### **Reporting Accountant**

Baxter & Co  
Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

Dated: 19 December 2024  
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# GIRLS' LEARNING TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2024 £'000	Total 2023 £'000
<b>Income and endowments from:</b>						
Donations and capital grants	3	-	176	2,576	2,752	1,031
Charitable activities:						
- Funding for educational operations	4	-	31,402	-	31,402	29,078
Other trading activities	5	402	-	-	402	394
Investments	6	191	-	-	191	60
<b>Total</b>		<u>593</u>	<u>31,578</u>	<u>2,576</u>	<u>34,747</u>	<u>30,563</u>
<b>Expenditure on:</b>						
Raising funds	7	-	17	-	17	-
Charitable activities:						
- Educational operations	9	185	30,212	1,888	32,285	29,774
<b>Total</b>	7	<u>185</u>	<u>30,229</u>	<u>1,888</u>	<u>32,302</u>	<u>29,774</u>
<b>Net income</b>		408	1,349	688	2,445	789
Transfers between funds	17	-	(731)	731	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial gains on defined benefit pension schemes	19	-	1,496	-	1,496	4,748
Adjustment for restriction on pension assets	19	-	398	-	398	(2,449)
<b>Net movement in funds</b>		408	2,512	1,419	4,339	3,088
<b>Reconciliation of funds</b>						
Total funds brought forward		<u>2,161</u>	<u>2,172</u>	<u>74,560</u>	<u>78,893</u>	<u>75,805</u>
Total funds carried forward		<u>2,569</u>	<u>4,684</u>	<u>75,979</u>	<u>83,232</u>	<u>78,893</u>

# GIRLS' LEARNING TRUST

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

Comparative year information Year ended 31 August 2023	Notes	Unrestricted	Restricted funds:		Total
		funds £'000	General £'000	Fixed asset £'000	2023 £'000
<b>Income and endowments from:</b>					
Donations and capital grants	3	-	559	472	1,031
Charitable activities:					
- Funding for educational operations	4	108	28,970	-	29,078
Other trading activities	5	394	-	-	394
Investments	6	60	-	-	60
<b>Total</b>		<u>562</u>	<u>29,529</u>	<u>472</u>	<u>30,563</u>
<b>Expenditure on:</b>					
Charitable activities:					
- Educational operations	9	60	27,854	1,860	29,774
<b>Total</b>	7	<u>60</u>	<u>27,854</u>	<u>1,860</u>	<u>29,774</u>
<b>Net income/(expenditure)</b>		502	1,675	(1,388)	789
Transfers between funds	17	-	(1,815)	1,815	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	19	-	4,748	-	4,748
Adjustment for restriction on pension assets	19	-	(2,449)	-	(2,449)
<b>Net movement in funds</b>		502	2,159	427	3,088
<b>Reconciliation of funds</b>					
Total funds brought forward		<u>1,659</u>	<u>13</u>	<u>74,133</u>	<u>75,805</u>
Total funds carried forward		<u>2,161</u>	<u>2,172</u>	<u>74,560</u>	<u>78,893</u>

# GIRLS' LEARNING TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2024

		2024		2023	
	Notes	£'000	£'000	£'000	£'000
<b>Fixed assets</b>					
Tangible assets	13		74,343		74,256
<b>Current assets</b>					
Debtors	14	2,635		957	
Cash at bank and in hand		9,097		7,990	
			11,732		8,947
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	15	(2,843)		(2,297)	
<b>Net current assets</b>			8,889		6,650
<b>Net assets excluding pension liability</b>			83,232		80,906
Defined benefit pension scheme liability	19		-		(2,013)
<b>Total net assets</b>			83,232		78,893
<b>Funds of the Trust:</b>					
<b>Restricted funds</b>	17				
- Fixed asset funds			75,979		74,560
- Restricted income funds			4,684		4,185
- Pension reserve			-		(2,013)
<b>Total restricted funds</b>			80,663		76,732
<b>Unrestricted income funds</b>	17		2,569		2,161
<b>Total funds</b>			83,232		78,893

The Financial Statements on pages 28 to 53 were approved by the Trustees and authorised for issue on 16 December 2024 and are signed on their behalf by:

  
S Gillett

Chair of Trustees

Company registration number 07627961 (England and Wales)



# GIRLS' LEARNING TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

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		2024		2023	
	Notes	£'000	£'000	£'000	£'000
<b>Cash flows from operating activities</b>					
Net cash provided by operating activities	20		245		6,680
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		191		60	
Capital grants from DfE Group		1,890		261	
Capital funding received from sponsors and others		686		211	
Purchase of tangible fixed assets		(1,905)		(4,822)	
<b>Net cash provided by/(used in) investing activities</b>			862		(4,290)
<b>Net increase in cash and cash equivalents in the reporting period</b>			1,107		2,390
Cash and cash equivalents at beginning of the year			7,990		5,600
<b>Cash and cash equivalents at end of the year</b>			9,097		7,990

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# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### 1 Accounting policies

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

##### 1.1 Basis of preparation

The Financial Statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the historical 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 Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

##### 1.2 Going concern

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

##### 1.3 Income

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

###### Grants

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

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

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

###### Donations

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

###### Other income

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

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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### 1 Accounting policies

(Continued)

#### 1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

##### Expenditure on raising funds

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

##### Charitable activities

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

#### 1.5 Tangible fixed assets and depreciation

Assets costing £5,000 or more per item (or less if they form part of a larger purchase or project where the total cost exceeds £25,000) 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 that require 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. Where tangible fixed assets have been acquired / funded by other income, the fixed asset fund is also credited. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities.

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

Freehold land is not depreciated.

Freehold land and buildings	50 years straight line
Leasehold land and buildings	50 years straight line
Computer equipment	3 years straight line
Fixtures, fittings & equipment	7 years straight line
Motor vehicles	5 years straight line

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

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### 1 Accounting policies

(Continued)

#### Fixed Asset Transfer from Predecessor Schools / Academies

Where fixed assets were transferred to the charitable company from predecessor schools / academies, these have been included at a value determined in accordance with the policy described below:

##### Land

Where land is owned (or occupied under the terms of a long term lease), subject to a legally binding restriction as to its use, it is included at a valuation that assumes continuation of existing use.

##### Buildings

In accordance with the requirements of FRS 102, specialist buildings transferred from the predecessor school are recognised at their depreciated replacement cost at the time of the transfer. Future depreciation is charged over the estimated remaining useful life of the buildings.

##### Other Fixed Assets

Other fixed assets transferred from the predecessor school are also included at depreciated replacement cost (subject to the capitalisation limit set).

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

### 1.6 Liabilities

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

### 1.7 Leased assets

Rentals under operating leases are charged on a straight-line basis over the lease term.

### 1.8 Financial instruments

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

#### Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. 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. 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.

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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### 1 Accounting policies

(Continued)

#### 1.9 Taxation

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

#### 1.10 Pensions benefits

Retirement benefits to employees of the Trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets and the liabilities are held separately from those of the Trust.

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. The 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 are recognised in the period to which they relate.

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

#### 1.11 Fund accounting

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

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

#### 1.12 Agency arrangements

Where the Academy Trust acts as agent in collecting and / or distributing from the ESFA or others, and subsequent disbursements are excluded from the Statement of Financial Activities as the Trust does not have control over charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 26.

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

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### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

The 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 19, will impact on 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 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### Critical areas of judgement

In preparing these Financial Statements, the Trustees have not needed to exercise any subjective judgements that would be critical to the Trust's Financial Statements.

### 3 Donations and capital grants

	<b>Unrestricted funds £'000</b>	<b>Restricted funds £'000</b>	<b>Total 2024 £'000</b>	<b>Total 2023 £'000</b>
Capital grants	-	1,890	1,890	261
LA capital grants	-	686	686	211
Other donations	-	176	176	559
	<hr/>	<hr/>	<hr/>	<hr/>
	-	2,752	2,752	1,031
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 4 Funding for the Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	21,551	21,551	20,073
Other DfE/ESFA grants:				
- Pupil premium	-	563	563	541
- 16-19 funding	-	6,377	6,377	6,125
- Others	-	1,875	1,875	1,440
	-----	-----	-----	-----
	-	30,366	30,366	28,179
	=====	=====	=====	=====
<b>Other government grants</b>				
Local authority grants	-	238	238	248
	-----	-----	-----	-----
	-	-	-	-
	=====	=====	=====	=====
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Other DfE/ESFA COVID-19 funding	-	-	-	84
	-----	-----	-----	-----
	-	-	-	-
	=====	=====	=====	=====
<b>Other funding</b>				
Trips income	-	739	739	420
Other incoming resources	-	59	59	147
	-----	-----	-----	-----
	-	798	798	567
	=====	=====	=====	=====
<b>Total funding</b>	-	31,402	31,402	29,078
	=====	=====	=====	=====

Following the reclassification in the Academies Accounts Direction 2023/2024 of some grants received from the Department for Education and ESFA, the Trust's 16-19 core education funding is no longer reported under the GAG heading, but as separate line under the Other DfE/ESFA grants heading. The prior year numbers have been reclassified.

### 5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Hire of facilities	274	-	274	248
Catering income	26	-	26	143
Income from facilities and services	101	-	101	-
Insurance claims	1	-	1	3
	-----	-----	-----	-----
	402	-	402	394
	=====	=====	=====	=====

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

6 Investment income	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Short term deposits	191	-	191	60

7 Expenditure	Staff costs £'000	Non-pay expenditure		Total 2024 £'000	Total 2023 £'000
		Premises £'000	Other £'000		
Expenditure on raising funds					
- Direct costs	-	2	15	17	-
Academy's educational operations					
- Direct costs	21,874	1,454	2,375	25,703	23,461
- Allocated support costs	2,633	2,881	1,068	6,582	6,313
	<u>24,507</u>	<u>4,337</u>	<u>3,458</u>	<u>32,302</u>	<u>29,774</u>

Net income/(expenditure) for the year includes:	2024 £'000	2023 £'000
Operating lease rentals	48	39
Depreciation of tangible fixed assets	1,818	1,860
Fees payable to auditor for:		
- Audit	17	17
- Other services	8	8
Net interest on defined benefit pension liability	(25)	174

## 8 Central services

At year-end, the surplus or deficit of each School is transferred to a Central Reserve where it is allocated against either a Restricted or Unrestricted fund, as appropriate and defined in the reserve policy. Transfers to the Central Reserve include net movements in fixed asset values and revaluations of the Trust pension schemes.

The Central Reserve is utilised by the Trust in subsequent years to meet all legal and contractual funding obligation, support growth and enable Trust improvement.



# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 8 Central services (Continued)

The amounts charged during the year were as follows:	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Nonsuch High School for Girls	-	796
Wallington High School for Girls	-	796
Carshalton High School for Girls	-	818
	<u>-</u>	<u>2,410</u>
	<u>-</u>	<u>2,410</u>

### 9 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
<b>Direct costs</b>				
Educational operations	5	25,698	25,703	23,461
<b>Support costs</b>				
Educational operations	180	6,402	6,582	6,313
	<u>185</u>	<u>32,100</u>	<u>32,285</u>	<u>29,774</u>

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
<b>Analysis of costs</b>		
<b>Direct costs</b>		
Teaching and educational support staff costs	21,874	19,972
Staff development	35	37
Depreciation	1,454	1,486
Technology costs	1	1
Educational supplies and services	822	758
Examination fees	584	580
Educational consultancy	55	24
Other direct costs	878	603
	<u>25,703</u>	<u>23,461</u>
	<u>25,703</u>	<u>23,461</u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 9 Charitable activities (Continued)

#### Support costs

Support staff costs	2,727	2,401
Defined benefit pension scheme - staff costs (FRS102 adjustment)	(94)	104
Staff development	17	9
Depreciation	364	374
Technology costs	423	323
Maintenance of premises and equipment	517	552
Cleaning	596	528
Energy costs	890	717
Rent, rates and other occupancy costs	400	339
Insurance	102	90
Security and transport	24	22
Catering	59	349
Defined benefit pension scheme - finance costs (FRS102 adjustment)	(25)	174
Legal costs	14	5
Other support costs	540	299
Governance costs	28	27
	6,582	6,313
	6,582	6,313

### 10 Staff

#### Staff costs and employee benefits

Staff costs during the year were:

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Wages and salaries	18,355	16,533
Social security costs	1,888	1,824
Pension costs	4,236	3,659
Defined benefit pension scheme - staff costs (FRS102 adjustment)	(94)	104
	24,385	22,120
Staff costs - employees	24,385	22,120
Agency staff costs	36	333
Staff restructuring costs	86	24
	24,507	22,477
	24,507	22,477

Staff restructuring costs comprise:

Severance payments	12	24
Other restructuring costs	74	-
	86	24
	86	24

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 10 Staff

(Continued)

#### Severance payments

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

£0 - £25,000	2
--------------	---

#### Staff numbers

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

	2024 Number	2023 Number
Teachers	262	266
Administration and support	154	155
Management	25	24
	<u>441</u>	<u>445</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	2024 Number	2023 Number
Teachers	233	231
Administration and support	108	106
Management	24	22
	<u>365</u>	<u>359</u>

#### Higher paid staff

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

	2024 Number	2023 Number
£60,000 - £70,000	33	25
£70,001 - £80,000	11	6
£80,001 - £90,000	7	1
£90,001 - £100,000	-	1
£100,001 - £110,000	2	2
£110,001 - £120,000	2	-
£140,001 - £150,000	1	1
	<u>56</u>	<u>36</u>

#### Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £1,025,279 (2023: £822,667).

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

#### 11 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The CEO and other Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of CEO and staff members under their contracts of employment, and not in respect of their services as Trustees.

The value of Trustees' remuneration and other benefits was as follows:

J Smith (CEO) Resigned 30 August 2024

- Remuneration: £145,000 - £150,000 (2023: £140,000 - £145,000)
- Employer's pension contributions: £35,000 - £40,000 (2023: £30,000 - £35,000)

During the year expenses totalling £30 (2023: £1,933) were reimbursed to 1 Trustees (2023: 1 Trustee). Expenses were incurred for a leaving present.

Other related party transactions involving the Trustees are set out within the related parties note.

#### 12 Trustees' and officers' insurance

In accordance with normal commercial practice, the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the year ended 31 August 2024 was £1,207 (2023: £1,062). The cost of this insurance is included in the total insurance cost.

#### 13 Tangible fixed assets

	Freehold land and buildings £'000	Leasehold land and buildings £'000	Computer equipment £'000	Fixtures, fittings & equipment £'000	Motor vehicles £'000	Total £'000
<b>Cost</b>						
At 1 September 2023	51,370	32,188	1,887	1,220	25	86,690
Additions	1,188	639	66	12	-	1,905
At 31 August 2024	52,558	32,827	1,953	1,232	25	88,595
<b>Depreciation</b>						
At 1 September 2023	7,556	2,546	1,318	989	25	12,434
Charge for the year	799	571	383	65	-	1,818
At 31 August 2024	8,355	3,117	1,701	1,054	25	14,252
<b>Net book value</b>						
At 31 August 2024	44,203	29,710	252	178	-	74,343
At 31 August 2023	43,814	29,642	569	231	-	74,256

Freehold land and buildings include land of £6,544k at Nonsuch High School for Girls and £5,146k at Wallington High School for Girls. Leasehold land and buildings includes land of £5,494k at Carshalton High School for Girls.

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 14 Debtors

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Trade debtors	18	9
VAT recoverable	408	272
Other debtors	18	21
Prepayments and accrued income	2,191	655
	<u>2,635</u>	<u>957</u>

### 15 Creditors: amounts falling due within one year

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Trade creditors	1,183	617
Other taxation and social security	463	423
ESFA creditors	-	87
Other creditors	585	443
Accruals and deferred income	612	727
	<u>2,843</u>	<u>2,297</u>

### 16 Deferred income

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Deferred income is included within:		
Creditors due within one year	147	278
	<u>147</u>	<u>278</u>
Deferred income at 1 September 2023	278	223
Released from previous years	(278)	(223)
Resources deferred in the year	147	278
	<u>147</u>	<u>278</u>
Deferred income at 31 August 2024	147	278

Deferred income relates to Rates Relief funding of £nil (2023: £23k), trip income in advance of £138k (2023: £255k) and other income of £9k.

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 17 Funds

	Balance at 1 September 2023 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2024 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	2,931	21,551	(20,534)	(731)	3,217
Pupil premium	-	563	(563)	-	-
Other DfE/ESFA grants	-	8,252	(8,252)	-	-
Other government grants	-	238	(238)	-	-
Other restricted funds	1,254	974	(761)	-	1,467
Pension reserve	(2,013)	-	119	1,894	-
	<u>2,172</u>	<u>31,578</u>	<u>(30,229)</u>	<u>1,163</u>	<u>4,684</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	55,685	-	(1,005)	-	54,680
DfE group capital grants	9,079	1,890	(331)	-	10,638
Capital expenditure from GAG and other funds	5,406	-	(457)	731	5,680
Capital donation	4,390	686	(95)	-	4,981
	<u>74,560</u>	<u>2,576</u>	<u>(1,888)</u>	<u>731</u>	<u>75,979</u>
<b>Total restricted funds</b>	<u>76,732</u>	<u>34,154</u>	<u>(32,117)</u>	<u>1,894</u>	<u>80,663</u>
<b>Unrestricted funds</b>					
General funds	<u>2,161</u>	<u>593</u>	<u>(185)</u>	<u>-</u>	<u>2,569</u>
<b>Total funds</b>	<u>78,893</u>	<u>34,747</u>	<u>(32,302)</u>	<u>1,894</u>	<u>83,232</u>

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

The Restricted General Funds are used to fund the general operating costs of the Trust.

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

All restricted funds are available to be spent for the purposes for which the funds were received.

The Pension Reserve represents the Trust's share of the LGPS pension fund deficit / surplus.

The Restricted Fixed Asset Fund represents the net book value of fixed assets plus the unspent element of Capital funds, less Capital Loans. When assets are purchased, the fund is increased, and depreciation charges reduce the fund.

Unrestricted Funds represent balances held at period end that can be applied at the discretion of the Trustees, to support any of the Trust's charitable purposes.

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 17 Funds

(Continued)

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

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2023 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	3,097	20,073	(18,464)	(1,775)	2,931
Pupil premium	5	541	(546)	-	-
Other DfE/ESFA COVID-19 funding	-	84	(84)	-	-
Other DfE/ESFA grants	-	7,565	(7,565)	-	-
Other government grants	-	248	(248)	-	-
Other restricted funds	945	1,018	(669)	(40)	1,254
Pension reserve	(4,034)	-	(278)	2,299	(2,013)
	<u>13</u>	<u>29,529</u>	<u>(27,854)</u>	<u>484</u>	<u>2,172</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	56,693	-	(1,008)	-	55,685
DfE group capital grants	8,892	261	(254)	180	9,079
Capital expenditure from GAG and other funds	4,274	-	(503)	1,635	5,406
Capital donation	4,274	211	(95)	-	4,390
	<u>74,133</u>	<u>472</u>	<u>(1,860)</u>	<u>1,815</u>	<u>74,560</u>
<b>Total restricted funds</b>	<u>74,146</u>	<u>30,001</u>	<u>(29,714)</u>	<u>2,299</u>	<u>76,732</u>
<b>Unrestricted funds</b>					
General funds	<u>1,659</u>	<u>562</u>	<u>(60)</u>	<u>-</u>	<u>2,161</u>
<b>Total funds</b>	<u>75,805</u>	<u>30,563</u>	<u>(29,774)</u>	<u>2,299</u>	<u>78,893</u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 17 Funds

(Continued)

#### Total funds analysis by academy

	2024 £'000	2023 £'000
Fund balances at 31 August 2024 were allocated as follows:		
Nonsuch High School for Girls	-	1,973
Wallington High School for Girls	-	2,525
Carshalton High School for Girls	-	1,848
Central services	7,253	-
	<u>7,253</u>	<u>6,346</u>
Total before fixed assets fund and pension reserve	7,253	6,346
Restricted fixed asset fund	75,979	74,560
Pension reserve	-	(2,013)
	<u>75,979</u>	<u>72,547</u>
Total funds	<u><u>83,232</u></u>	<u><u>78,893</u></u>

#### Total cost analysis by academy

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

	Teaching and educational support staff £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2024 £'000	Total 2023 £'000
Nonsuch High School for Girls	6,909	405	210	1,633	9,157	8,267
Wallington High School for Girls	7,337	199	224	1,756	9,516	8,502
Carshalton High School for Girls	7,290	248	382	1,379	9,299	8,734
Central services	338	1,781	6	387	2,512	2,409
	<u>21,874</u>	<u>2,633</u>	<u>822</u>	<u>5,155</u>	<u>30,484</u>	<u>27,912</u>

### 18 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	-	74,343	74,343
Current assets	2,569	7,527	1,636	11,732
Current liabilities	-	(2,843)	-	(2,843)
	<u>2,569</u>	<u>4,684</u>	<u>75,979</u>	<u>83,232</u>
<b>Total net assets</b>	<u><u>2,569</u></u>	<u><u>4,684</u></u>	<u><u>75,979</u></u>	<u><u>83,232</u></u>



# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 18 Analysis of net assets between funds

(Continued)

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
<b>Fund balances at 31 August 2023 are represented by:</b>				
Tangible fixed assets	-	-	74,256	74,256
Current assets	2,161	6,482	304	8,947
Current liabilities	-	(2,297)	-	(2,297)
Pension scheme liability	-	(2,013)	-	(2,013)
<b>Total net assets</b>	<u>2,161</u>	<u>2,172</u>	<u>74,560</u>	<u>78,893</u>

### 19 Pension and similar obligations

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

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

Contributions amounting to £529k were payable to the schemes at 31 August 2024 (2023: £416k) and are included within creditors.

#### Teachers' Pension Scheme

##### Introduction

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

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

#### 19 Pension and similar obligations

(Continued)

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

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

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

The employer's pension costs paid to the TPS in the period amounted to £3,388k (2023: £2,864k).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the 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 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 contributions are as noted below. The agreed contribution rates for future years are 20.6% to 23.4% for employers and 5.5% to 12.5% 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.

Total contributions made	2024 £'000	2023 £'000
Employer's contributions	848	794
Employees' contributions	264	235
Total contributions	1,112	1,029

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 19 Pension and similar obligations (Continued)

Principal actuarial assumptions	2024 %	2023 %
Rate of increase in salaries	2.65	2.95 to 3.00
Rate of increase for pensions in payment/inflation	2.65	2.95 to 3.00
Discount rate for scheme liabilities	5.00	5.20
RPI increase	2.65	2.95 to 3.00

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

	2024 Years	2023 Years
Retiring today		
- Males	21.5	22.1
- Females	24.3	24.8
Retiring in 20 years		
- Males	22.4	23.0
- Females	25.5	26.0

#### Sensitivity analysis

Scheme liabilities would have been affected by changes in assumptions as follows:

	2024 £'000	2023 £'000
Discount rate + 0.1%	16,510	17,607
Discount rate - 0.1%	17,224	18,207
Mortality assumption + 1 year	17,542	18,526
Mortality assumption - 1 year	16,192	17,288
Salary rate + 0.1%	16,880	17,929
Salary rate - 0.1%	16,854	17,885
Pensions rate + 0.1%	17,219	18,190
Pensions rate - 0.1%	16,515	17,624

Defined benefit pension scheme net asset/(liability)	2024 £'000	2023 £'000
Scheme assets	18,918	15,894
Scheme obligations	(16,867)	(15,458)
Net asset	2,051	436
Restriction on scheme assets	(2,051)	(2,449)
Total liability recognised	-	(2,013)

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

### 19 Pension and similar obligations (Continued)

The Trust's share of the assets in the scheme	2024 Fair value £'000	2023 Fair value £'000
Equities	11,351	8,742
Other bonds	3,594	3,178
Cash	1,324	2,385
Property	2,649	1,589
	<u>          </u>	<u>          </u>
Total market value of assets	18,918	15,894
Restriction on scheme assets	(2,051)	(2,449)
	<u>          </u>	<u>          </u>
Net assets recognised	16,867	13,445
	<u>          </u>	<u>          </u>

The actual return on scheme assets was £2,322,000 (2023: £2,344,000).

Amount recognised in the statement of financial activities	2024 £'000	2023 £'000
Current service cost	754	898
Interest income	(844)	(560)
Interest cost	819	734
	<u>          </u>	<u>          </u>
Total amount recognised	729	1,072
	<u>          </u>	<u>          </u>

The net gain recognised on scheme assets has been restricted because the full pension surplus is not expected to be recovered through refunds or reduced contributions in the future.

Changes in the present value of defined benefit obligations	2024 £'000	2023 £'000
At 1 September 2023	15,458	16,915
Current service cost	754	898
Interest cost	819	734
Employee contributions	264	235
Actuarial gain	(18)	(2,964)
Benefits paid	(410)	(360)
	<u>          </u>	<u>          </u>
At 31 August 2024	16,867	15,458
	<u>          </u>	<u>          </u>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2024

<b>19</b>	<b>Pension and similar obligations</b>		<b>(Continued)</b>
	<b>Changes in the fair value of the Trust's share of scheme assets</b>		
		<b>2024</b>	<b>2023</b>
		<b>£'000</b>	<b>£'000</b>
	At 1 September 2023	15,894	12,881
	Interest income	844	560
	Actuarial gain	1,478	1,784
	Employer contributions	848	794
	Employee contributions	264	235
	Benefits paid	(410)	(360)
		<hr/>	<hr/>
	At 31 August 2024	18,918	15,894
	Restriction on scheme assets	(2,051)	(2,449)
		<hr/>	<hr/>
	Net assets recognised	16,867	13,445
		<hr/> <hr/>	<hr/> <hr/>
<b>20</b>	<b>Reconciliation of net income to net cash flow from operating activities</b>		
		<b>2024</b>	<b>2023</b>
		<b>£'000</b>	<b>£'000</b>
	Net income for the reporting period (as per the statement of financial activities)	2,445	789
	Adjusted for:		
	Capital grants from DfE and other capital income	(2,576)	(472)
	Investment income receivable	(191)	(60)
	Defined benefit pension costs less contributions payable	(94)	104
	Defined benefit pension scheme finance (income)/cost	(25)	174
	Depreciation of tangible fixed assets	1,818	1,860
	(Increase)/decrease in debtors	(1,678)	4,063
	Increase in creditors	546	222
		<hr/>	<hr/>
	<b>Net cash provided by operating activities</b>	245	6,680
		<hr/> <hr/>	<hr/> <hr/>
<b>21</b>	<b>Analysis of changes in net funds</b>		
		<b>1 September</b>	<b>Cash flows</b>
		<b>2023</b>	<b>31 August</b>
		<b>£'000</b>	<b>2024</b>
			<b>£'000</b>
	Cash	7,990	9,097
		<hr/> <hr/>	<hr/> <hr/>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 22 Long-term commitments

#### Operating leases

At 31 August 2024 the total of the Trust's future minimum lease payments under non-cancellable operating leases was:

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Amounts due within one year	43	39
Amounts due in two and five years	41	9
	<u>84</u>	<u>48</u>

### 23 Capital commitments

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Expenditure contracted for but not provided in the Financial Statements	1,638	180
	<u>1,638</u>	<u>180</u>

At 31 August 2024 , the Trust was committed to completing the following projects:

Academy:	Project:	Project Cost:	Costs incurred to date:	Anticipated Future Costs:
Nonsuch High School for Girls	Fire Compliance Phase 2	£669k	£599k	£70k
	Urgently Required Roof Replacement	£660k	£328k	£332k
	Safeguarding & Security	£639k	£329k	£310k
Carshalton High School for Girls	Urgently Required Roof Replacement over Multi Purpose Hall and Gym	£408k	£178k	£230k
	Science Labs	£690k	£444k	£246k
Wallington High School for Girls	Urgently Required Roof Replacement	£786k	£336k	£450k
	<b>Total</b>	<b>£3,852k</b>	<b>£2,214k</b>	<b>£1,638k</b>

# GIRLS' LEARNING TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### **24 Related party transactions**

Owing to the nature of the Trust and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the Trustees have an interest. The following related party transactions took place in the financial period.

The Trust received income during the period amounting to £nil (2023: £365k) from the Nonsuch High School Charitable Trust (Company number 07205273 and registered charity number 1137656). The Charitable Trust is a related party by virtue of common trustees and objectives. No amounts were due to the Trust at the year end.

#### **25 Members' liability**

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

#### **26 Agency arrangements**

The Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2024, the Trust had unspent funds at the start of the year of £25k (2023: £25k). It received £52k during the year (2023: £48k) and disbursed £68k (2023: £48k) and £3k was allocated against admin charges. The unspent balance at the end of the year was £6k (2023: £25k).