

Company registration number 10818575 (England and Wales)

THE KEYS ACADEMY TRUST
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2024

THE KEYS ACADEMY TRUST

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THE KEYS ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Members

Rev Liz Jackson
Gordon Joyner
Oxford Diocesan Board of Education (OBDE) - Represented by Tony Wilson, Director of ODBE
Jane Peters
Jane Williams (appointed 1 September 2024)

Trustees

Taskeen Ahmed (Appointed 9 May 2024)
David Cousins (Appointed as Vice Chairperson 22 September 2023)
David Horrocks (Resigned as Vice Chairperson - 21 September 2023, appointed as Chairperson - 22 September 2023)
Michael Mill
Bethan Morey
Jane Peters (Resigned as Chairperson and Trustee 21 September 2023)
James Smith (Appointed 3 October 2024)
Penelope Jane Williams (Resigned 31 August 2024)
Hester Wooller (Accounting Officer)

Senior management team

Chief Executive Officer and Accounting Officer
Chief Finance Officer
Chief Operating Officer
Director of Teaching and Learning and School Improvement

Hester Wooller

Julia Mead
Amanda Snow (Appointed 1 September 2024)
Alex Powley

Governance Professional

Lisa Spooner

Company registration number

10818575 (England and Wales)

Principal and registered office

Earley St Peter's CE Primary School
Church Road
Earley
Reading
Berkshire
RG6 1EY

Independent auditor

Critchleys Audit LLP
First Floor, Park Central
40-41 Park End Street
Oxford
OX1 1JD

Bankers

Lloyds Bank plc
35 Broad Street
Reading
Berkshire
RG1 2BT

THE KEYS ACADEMY TRUST

REFERENCE AND ADMINISTRATIVE DETAILS

Solicitors

Lee Bolton Monier-Williams LLP
1 The Sanctuary
Westminster
London
SW1P 3JT

THE KEYS ACADEMY TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees present their annual report together with the accounts 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.

As at 31 August 2024, there are twelve primary schools operating within the Trust, with a combined capacity of 3,045 pupils and 2,663 pupils on roll as at October 2024 Census. The schools serve catchments within Berkshire and the Oxford Diocese for children aged 3 to 11. Each school serves its own local community and has an inclusive admissions policy which is determined by the Trust. The pupils benefit both directly through attendance at Trust sporting, curriculum, and extra-curricular activities and indirectly through the Trust's school improvement, CPD, Safeguarding, Finance and Budgeting, Policy, Health and Safety, GDPR, Estates Management and Governance offers led by the Central Team.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The charitable company operates as The Keys Academy Trust. It is also known as The Keys or TKAT.

The trustees of The Keys Academy 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 accounts are approved, are included in the Reference and Administrative Details on page 1.

Members' liability

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

Trustees' indemnities

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

Method of recruitment and appointment or election of trustees

The Articles of Association provide for the appointment by members of a minimum of 3 Trustees.

It is the policy of the Board of Trustees that if the CEO agrees, the members can appoint by ordinary resolution the CEO as a Trustee. The Articles set out that parent trustees are not required if parent representation is in place within the LGBs, which it is. Parent governors, on LGBs, are nominated from within the parent community.

Policies and procedures adopted for the induction and training of trustees

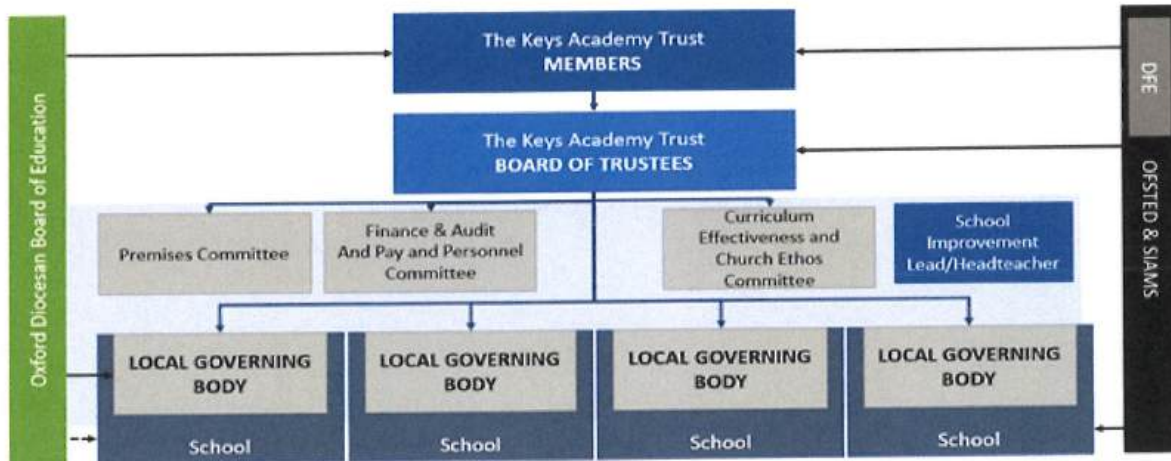
New trustees are provided with an induction pack containing key documentation and will meet with the Chair of the Board. The induction process will then continue with meetings with the CEO, other members of the Leadership Team as appropriate and visits to the schools in the Trust. Trustees are encouraged to attend training and networking events as appropriate to their area of expertise, and are welcome to all committee meetings as observers to gain a deeper understanding of the Trust.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Organisational structure

The organisation structure of the Trust is illustrated below:



The trust has now welcomed twelve schools:

Academies operated

The Coombes CE School
 Earley St Peter's CE School
 St Sebastian's CE Primary School
 Sonning CE Primary School
 Crazies Hill CE Primary School
 St Nicholas CE Primary School
 Alder Grove CE Primary School
 Polehampton CE Junior School
 Polehampton CE Infant School
 St Cecilia's CE Primary School
 Uplands Primary School & Nursery
 St Michael's CE Primary School

Location

Arborfield
 Earley
 Wokingham
 Sonning
 Crazies Hill
 Hurst
 Shinfield
 Twyford
 Twyford
 Wokingham
 Berkshire
 Berkshire

Head

Luke Henderson
 Hester Wooller
 Martin Gater
 Phil Sherwood
 Jo Shell
 Sarah Hilling
 Philip Theobald
 Liz Castell/Helen Medcalf
 Liz Castell/Helen Medcalf
 Rich Thomas
 Ruth Deacon
 Stuart Bevan

A Scheme of Delegation is in place which sets out the responsibilities of the Board and the Local Governing Body. This is reviewed annually by Trustees.

The Trustees retain responsibility for the appointment of all Headteachers, for approval of the appointment of the Chair of Finance of the Local Governing Body, for trust wide policies and for any changes to Admissions arrangements for any schools within the Trust.

The governors across the schools fulfil a largely strategic role and adopt a School Development Plan. They monitor standards of performance within their school.

The CEO is the Accounting Officer of the Trust. The Scheme of Delegation and the Trust's Finance Manual set out the authorisation levels for both the Trust and each school within the Trust.

THE KEYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Arrangements for setting pay and remuneration of key management personnel

Pay and remuneration for the CEO and the CFO is set by the Board of Trustees. The CEO determines pay and remuneration for the Executive team. All pay and remuneration is set with reference to the Trust's Pay Policy, Teachers Pay and Conditions (where applicable) and subject to benchmarking with other Trusts, where data is available within annual accounts or recruitment material.

Pay and remuneration for Headteachers is set with reference to Teachers Pay and Conditions and the Trust's pay policy and is proposed through the performance management process in which both the LGB and Executive team participate. Pay decisions are ratified by the LGB's Pay and Personnel committee.

There is no pay and remuneration in place for trustees, other than the opportunity to claim expenses.

Trade union facility time

Relevant union officials

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

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	-
Total pay bill	£11,697,497
Percentage of the total pay bill spent on facility time	-

Paid trade union activities

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

Engagement with employees

The trust engages with its staff in a manner of ways. All members of staff receive an End of Term Newsletter which provides employees with information on matters of concern to them. There are weekly Leadership meetings with the CEO, Director of Learning and Headteachers and termly briefings with the Headteachers and Chair of Governors. Arrangements are maintained and developed to provide information and to consult with employees on matters affecting them.

The trust is committed to providing equal opportunities throughout employment and achieving a diverse workforce that reflects its community. The trust recognises the contribution of every employee and values individual differences and is committed to eliminating discrimination in the workplace.

The trust will ensure that all job applicants, employees (part-time or full-time), contractors and temporary workers are treated equally and is willing to make reasonable adjustments where appropriate for disabled applicants and employees. The trust seeks to provide an environment that fosters a climate of respect for all employees, contractors and temporary workers where they are free from harassment, bullying, intimidation and victimisation.

THE KEYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Related parties and other connected charities and organisations

The members of the trust are the Oxford Diocesan Board of Education (acting corporately), two persons appointed by the Oxford Diocesan Board of Education, Gordon Joyner, Reverend Liz Jackson and Jane Peters. The Academy Trust purchases certain services from the Oxford Diocesan Board of Education and the details of these transactions are disclosed in note 24 to the financial statements.

For further details of related parties and transactions during the year, see notes 11 and 24 to the financial statements.

The Keys Academy Trust has no relationships with any other charities/companies/organisations with which it cooperates in the pursuit of charitable activities.

Objectives and activities

Objects and aims

The Company's object is specifically restricted to the following:

To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Academies which shall offer a broad and balanced curriculum and which shall include:

- Church of England schools designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England, both generally and in particular in relation to arranging for religious education and daily acts of worship, and having regard to any advice issued by the Diocesan Board of Education: and
- other Academies whether with or without a designated religious character but in relation to each of the Academies to recognise and support their individual ethos, whether or not designated Church of England.

Objectives, strategies and activities

This object is achieved through the Trust's capacity to accept schools wishing to convert to academy status with The Keys Academy Trust, to manage the conversion process effectively and to improve the performance of those schools already within the Trust.

Central to our vision is our drive for educational excellence and pastoral care for our pupils and it is our strategic objective to create this within our family of distinctive schools rooted at the heart of the communities they serve. Our family will include convertor schools, and groups of schools who wish to convert together, sponsor schools or those graded "Requires Improvement", which will require a significant level of support and establishing new schools.

The Strategic priorities for this accounting period are identified within the Trust's Strategic Plan. The main activities for the Trust were:

- The conversion of St Michael's CE Primary School, Sandhurst which joined on 1st November 2023
- The conversion of Uplands Primary School and Nursery which joined 1st June 2024
- St Cecilia's CE Primary School; opening a nursery and reception class for September 2024
- All schools transferred to Arbor MIS
- Governor Conference and training programme
- Trust wide CPD to include joint INSETs and the Annual Leadership Conference
- Launching the Education Development Team to bring additional capacity to school improvement across the Trust
- Launching Safeguarding at Scale
- Launching the Curriculum Development Network
- Implementation of the Attendance Strategy across all the schools (94.96%)
- Recruitment of a Chief Operating Officer
- Appointment of Executive Headteachers - to increase from 2 to 4 Executive Headteachers

THE KEYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Public benefit

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

TKAT aims to advance for the public benefit, education in all its schools and their surrounding areas offering a broad and balanced curriculum. The Trust allows use of its facilities for recreational and other leisure time occupations for the community at large in the interests of social welfare and with the interest of improving the life of that community. The Trustees confirm that they have complied with the duty in Section 17 (5) of the Charity Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Trust's aims and objectives and in planning its future activities.

Strategic report

Achievements and performance

The Trust has a range of schools interested in partnership working and there is one school that has submitted an academy order application that is still pending. In line with the Trustees' Growth Plan and vision, the Trust is committed to being open and welcoming to all schools; Single Academy Trusts (SATs) and Multi Academy Trusts (MATs) that may be seeking a merger with The Keys.

At the heart of our improvement strategy is a commitment to working in partnership with all our schools, and in supporting all schools in being self-improving, committed to achieving a school-led system.

Our improvement strategy has been shaped by the concept of strong collaboration so that the skills and talents that exist within the Trust can be of benefit to all. Whilst each one of our schools is unique, we understand that the mutual challenge, support and partnership that we offer each other as a Trust working together will enable our schools to flourish and continue to develop into centres of excellence. This accounting period we have continued to focus on developing quality first teaching and improving teacher assessment skills. In addition, the Trust has delivered CPD focusing on curriculum review and design, supporting pupils with English as an additional language, subject leadership, SEND and adaptive teaching.

This year we added capacity to the implementation of our improvement strategy through the launch of the Educational Development Group comprising Executive Leaders to support the Partnership Reviews. The expansion of our Executive Leaders has enabled small schools to access a cost-effective solution to support from experienced leaders whilst retaining our strongest school leaders.

Networks for Designated Safeguarding Leads (DSLs) and the Deputies have secured a strong safeguarding culture and the implementation of safeguarding at scale with improved monitoring and reporting to governors and trustees. Safeguarding has been judged to be effective at five Ofsted Inspections during this accounting period.

There are regular meetings for Headteachers to share dissemination of information, OFSTED and SIAMS updates and opportunities for discussion of new initiatives.

The annual staff survey across the Central Team and schools generated a lot of information and it was pleasing to note that the overwhelming feedback was that they were proud to be a member of staff at The Keys, they felt well supported and that they would recommend working at The Keys to others.

Five schools were inspected by OFSTED in the academic year 2023 – 24. Four of the five schools were judged to be good with outstanding elements and one school remained Requires Improvement, although secured good judgements in Behaviour and Attitudes, Personal Development, Leadership and Management and Early Years.

School Performance

Early Years Foundation Stage: 77% of TKAT pupils achieved a Good Level of Development (GLD) by the end of the Foundation Stage this is 10% higher than the national figure in 2023. In eleven of our twelve schools the EYFS GLD national figure for 2023 was exceeded demonstrating that the children have secured the foundational knowledge and skills ensuring they are ready for the National Curriculum in Year 1.

THE KEYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Phonics Screening Check in Year 1: 84% of TKAT pupils passed the PSC, above the national figure of 79% in 2023.

Key Stage 1

In reading 75% of TKAT pupils achieved the expected standard, above the national figure of 68% in 2023
In writing 65% of TKAT pupils achieved the expected standard, above the national figure of 60% in 2023
In maths 76% of TKAT pupils achieved the expected standard, above the national figure of 70% in 2023

Key Stage 2

In reading 77% of TKAT pupils achieved the expected standard, above the national figure of 74%
In writing 78% of TKAT pupils achieved the expected standard, above national figure of 72%
In maths 78% of TKAT pupils achieved the expected standard, above the national figure of 73%
Combined 64% of TKAT pupils achieved the expected standard, above national figure of 61%

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 accounts. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

Financial review

The majority of the Trust's income for the year was received through the Education and Skills Funding Agency, which is a recurrent revenue grant into the Restricted General Fund. The grants received during the year ended 31 August 2024 and the associated expenditure are shown in the Statement of Financial Activities.

The revenue grants have increased from £11,033,439 to £12,790,941. The majority of this income is spent on wages and salaries, and these represent 78.1% of total income. The increase in revenue grants is due to the new classes at Alder Grove CE Primary School in September 2023 and St Michael's CE Primary School joining the Trust on 1 November 2023 and Uplands Primary School and Nursery joining the Trust on 1 June 2024.

The total funds before capital, fixed assets and pension reserve have decreased from £2,123,304 to £1,999,672.

All Trust schools have strong financial budgeting and monitoring processes in place to ensure their financial viability, which is overseen by the central team. The pupil projections for five schools in the Trust show falling pupil numbers and mitigations have been put in place to reduce the Planned Admission Number in 2 schools and staffing structures have been amended. These schools are holding reserves to reduce the impact of the falling rolls.

St Michael's CE Primary School, Sandhurst joined the Trust on 1st November 2024. Whilst the balance transferred from the Local Authority was £19k, this balance included £26k of income relating to the period post conversion and £26k of backdated pay for both teachers and support staff was also accounted for post conversion. Therefore, the overall balance on conversion was a deficit of £33k. The school incurred an in-year deficit of £12k which resulted in an overall deficit for the year ended 31 August 2024. The school have a deficit recovery plan in place and Trustees have agreed that the school will have a balanced budget by 2026/2027.

The restricted fixed asset fund increased from £10,814,666 to £14,984,450, primarily due to the addition of £3,666,077 for the donated land and buildings at Uplands Primary School. The Trust was successful in receiving £1,058,241 of Conditions Improvement Funding which was awarded to two schools in the Trust.

The balance sheet includes an amount of £834,000 (2023: £948,000) for the Defined benefit pension liability that arises on the deficit on the LGPS scheme. The LGPS Pension Deficit is likely to be met in the longer term from any combination of increased employer contributions, increased government funding or change to scheme benefits. Parliament has agreed, at the request of the Secretary of State for Education to a guarantee that, in the event of academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The LGPS Pension Deficit is likely to be met in the longer term from any combination of increased employer contributions, increased government funding or change to scheme benefits.

THE KEYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Following the transfer of Uplands Primary School and Nursery and St Michael's CE Primary School, a pension deficit of £195,000 was transferred to the Trust.

Principal risks and uncertainties

The Trust has a Risk Management Policy and all risks are reflected in the Trust's risk register and are reviewed at the Finance and Audit Committee

The major risks to which the MAT is exposed are:

- Increase in SEND provision
- Falling rolls at four schools within the Trust
- Shortfalls in funding which have not been anticipated
- Teacher recruitment which impacts on outcomes, staff costs, and staff retention rates
- Increasing staff costs
- Changes in government policy regarding academies
- Poor performance of schools within the Trust
- Poor condition of school buildings
- Failures in Safeguarding or Health and Safety procedures at schools within the Trust
- Reputational risk

Reserves policy

There is a Trust policy for revenue and capital reserves. Trustees had amended the reserves policy in 2022-2023 that schools should be aiming to work towards minimum revenue reserves of 8%, but due to the pressure on school budgets the policy has been revised down to a minimum of 3% of ESFA General Annual Grant is retained for each school.

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

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

On 31 August 2024 the Trust held the following Reserves (excluding Fixed Asset Fund which represents Net Book Value and Pension Deficit):

	At 31 August 2024 £	At 31 August 2023 £	Movement £
Restricted Revenue Funds	806,543	1,052,779	(246,236)
Unrestricted Revenue Funds	1,193,129	1,070,525	122,604
Sub total	1,999,672	2,123,304	(123,632)
Restricted Capital Funds	1,423,961	1,211,740	212,221
Total reserves	3,423,633	3,335,044	88,589

These reserves are being held for the purpose as set out in the Trust's reserve policy and for the management of the impact on funding due to declining pupil numbers over four of the schools. The restricted capital funds include balances of £992,765 which is being held for projects funded by grants from the Conditions Improvement Fund for 3 schools. The overall reserves of the Trust of 13% of income do not exceed the guidance from the ESFA that schools should hold up to a maximum of 20% of income.

THE KEYS ACADEMY TRUST

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees review the level of reserves in the Trust throughout the year to ensure that the level is adequate but not excessive and that there are specific reasons where funds are held for future years.

Investment policy

The Keys Academy Trust does not have any investments, except for the cash balances at Lloyds Bank plc.

Fundraising

All fundraising activities are organised independently by each school. During the year, pupils have been involved in fundraising activities including cake sales, sponsored events and non-uniform days. They have donated the funds raised to local, national and international charities and to support school.

Plans for future periods

Our drive for educational excellence and pastoral care for our pupils will remain the focus of the Trust which will be achieved through support and collaboration with the staff within our schools.

The Trust will:

- Strive to support our schools to achieve high standards of performance at each key stage through the implementation of our School Improvement Strategy
- Continue to grow through partnering with schools that align with the vision and values of the Trust. The growth will be managed so that all our existing schools will continue to flourish, and careful consideration will be given to maintaining a balance between those schools which will bring additional capacity and those that will require additional support.
- Maintain a sharp focus on recruitment, retention and collaboration across the Trust through committing to the implementation of ongoing CPD including our career pathways, planning for effective working structures that align with the growth of the Trust and expanding the Central Team accordingly with the aim of being the employer of first choice in the local area
- Within a challenging financial climate, secure the long-term financial stability of the Trust, ensuring there are sufficient resources to provide high quality education and to manage the school estates effectively

Funds held as custodian trustee on behalf of others

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

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 and to establish that the auditor is aware of that information.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 6 December 2024, and signed on its behalf by:



.....
David Horrocks
Chairperson

THE KEYS ACADEMY TRUST

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2024

Scope of responsibility

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

As trustees, we have reviewed and taken account of the guidance in DfE's Academy Trust Governance Guide (from March 2024) and prior to that the Governance Handbook and competency framework for guidance.

The board of trustees has delegated the day-to-day responsibility to the CEO, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between The Keys Academy Trust and the Secretary of State for Education. The accounting officer is also responsible for reporting to the board of trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The board of trustees has formally met five times during the year. The Finance and Audit Committee has met five times during the year and have participated in a Trust Strategy Day.

Attendance during the year at meetings of the board of trustees was as follows:

Trustees	Meetings attended	Out of a possible
<i>Taskeen Ahmed</i>	2	2
<i>David Cousins</i>	5	5
<i>David Horrocks (Chairperson)</i>	5	5
<i>Michael Mill</i>	4	5
<i>Bethan Morey</i>	5	5
<i>Penelope Jane Williams</i>	5	5
<i>Hester Wooller (Accounting Officer)</i>	5	5

Governance reviews

The trustees have carried out a self-evaluation in January 2024 at the Trust Strategy Day. This included a skills audit. The self-evaluation exercise highlighted key strengths:

- In terms of the "Structure and Function of the Board", the highest scoring area was "Our Chair demonstrates effective leadership of our trustee body". It was noted that there was universal confidence in the Chair and the direction of the Trust and its meetings. The Chair was seen as active and supportive of the development of colleagues, schools and the Trust as a whole.
- Safeguarding was considered a growing strength of the board mainly due to the increase in metrics with which trustees could hold officers and schools to account.

The areas that were identified for development were:

- There was broad agreement that the Trust Board would function better with additional trustees. Most saw a Board of ten to twelve as providing a good balance of skills which would also support securely quorate meetings and improve the level of discourse. There was wide agreement for an increase in the areas of expertise the Board held, to provide adequate challenge for: Legal Matters; Human Resources; Health & Safety and Diocesan/Foundation Matters.

THE KEYS ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

- The security of opinion around succession planning was more confident in the way recent appointments had been driven by skills-needs, but colleagues were not clear what the strategic plan was for succession. Trustees are now working on a Trustee recruitment strategy.

The Local Governing Body (LGB) in each school also carried out a self-evaluation exercise. The main areas for development were:

- A need to develop chairing expertise for succession planning. It was noted that the increasing use of a flat LGB structure had reduced opportunities for governance development in this respect.
- Training requirements particularly in respect of budget monitoring and Headteacher Performance Management. As a result, Trust training was arranged during the year for both these areas of development.

The scheme of delegation and the terms of reference for the committees are reviewed annually.

The next self-evaluation review of governance will be carried out at the Trust Strategy Day in January 2025.

Conflicts of interest

The Trust manages conflict of interests by ensuring that:

- The register of business interests is maintained and is up-to-date and complete and that any new business interests are declared at Trust or LGB meetings
- Conflicted individuals/organisations are removed from the decision-making process for entering into a contract with a related party, or periodic contract reviews and contract renegotiation or renewals

Trust Committees

At 1 September 2023, there were three sub committees of the main board of trustees;

- Finance and Audit, Pay and Personnel Committee
- Curriculum Effectiveness and Church Ethos Committee
- Premises Committee

Finance and Audit, Pay and Personnel Committee

The finance and audit, pay and personnel committee is a sub-committee of the main board of trustees. The committee meets at least once a term. Its purpose is to:

Finance

- Review systems of internal control and risk management and report findings to the Board of Trustees
- Receive and respond to the internal and external audit report
- Review statutory reporting
- Review fraud and compliance

Pay and Conditions

- Review the salaries of centrally employed staff each year, taking account of any recommendations made by officers of the Trust in respect of the annual appraisal process.
- Review and recommend to the Trust changes to the pay policy, having undertaken any appropriate consultation.
- Establish arrangements and monitoring facilities to achieve the aims of the Trust's pay policy in a fair and equitable manner.
- Oversee and monitor the application of the criteria set out in the Trust's pay policy in determining matters relating to the pay of members of staff.
- Consider and approve recommendations for discretionary payments.
- Consider and approve changes to job grading for existing/new posts.

THE KEYS ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Personnel

- Agree/recommend any pay and personnel related statutory and other policies to be adopted across the Trust's schools - e.g. appraisal, disciplinary, equality.
- Set up appointment panels where required for staff at Headteacher and Deputy Headteacher level, for centrally employed staff and for such other posts as may be determined.
- Advise the Trust on the implication of any changes in employment legislation affecting it
- Receive, consider and approve changes to the management structure of the Trust's schools · To be notified of any disciplinary/grievance, and provide support as appropriate.
- Hear appeals against dismissal.
- Make recommendations to the Trust on the appointment of new Trustees and members of Local Governing Bodies and analogous committees.
- Monitor admissions policies and appeals arrangements in the Trust's schools and to make any appropriate recommendations to the Trust.

There were 5 finance and audit committee, pay and personnel meetings in the year ended 31 August 2024. Attendance at meetings in the year was:

Trustees	Meetings attended	Out of a possible
David Horrocks	5	5
Bethan Morey	4	5
Penelope Jane Williams (Chair)	5	5
Hester Wooller (Accounting Officer)	4	5

The key issues for the finance and audit, pay and personnel committee for the year were:

- To review the financial stability and PAN of the schools in the Trust, in conjunction with the national and local falling pupil numbers.
- To successfully onboard two academy conversions
- To review the central contribution and offer

Curriculum Effectiveness and Church Ethos

The purpose of the CE and CE Committee is to:

- Monitor curriculum advice, guidance and effective implementation across the Trust.
- Monitor pupil outcomes (to include data, attendance, behaviour, SEN and disadvantaged groups) across the Trust and identify actions in collaboration with the CEO to support the schools as appropriate.
- Ensure that the distinctive Christian values of the Trust are upheld and supported in its schools including through SMSC provision and about the SIAMS framework.
- Monitor the spiritual and pastoral care of all members of our schools' communities, ensuring that leaders are supported and trained.

There were six curriculum effectiveness and church ethos committee meetings in the year ended 31 August 2024. Attendance during the year at meetings of the curriculum effectiveness and church ethos committee was:

Trustee/committee member	Meetings Attended	Out of a possible
David Cousins	6	6
Claire Ferris	6	6
David Horrocks	6	6
Hester Wooller	6	6

THE KEYS ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

The key issues for this committee have been:

- Monitoring the implementation and impact of the newly developed TKAT school improvement strategy.
- Establishing and overseeing the TKAT Pupil Premium Working Group, which is focusing on improving outcomes for disadvantaged pupils in all our schools.
- Continuing to monitor safeguarding arrangements throughout our schools.
- Helping to ensure that schools are well-prepared for statutory inspections.

Premises Committee

The purpose of the Premises Committee is to:

- Ensure that the Trust has a planned site maintenance and development programme strategy for the schools within the trust, with appropriate timescales and costs.
- Ensure that each school has a detailed costed site development plan and monitor their progress
- Review the Trust's Health and Safety policy annually and oversee the action plans of the individual schools and make recommendations to ensure that the Trust takes all reasonable steps to comply with the Health and Safety at Work Act 1974 and related legislation.
- Oversee site matters relating to the construction, improvement, and major repair, together with associated insurance. (Cleaning, catering and upkeep of the academy buildings and grounds will usually be delegated to the LGB though the Trust will keep an oversight of such delegation).
- Monitor and review external contracts of the individual schools (with a value in excess of that specified in the Finance Manual) and for the Trust, considering proposals for renewal or otherwise as appropriate.
- Monitor use of the whole estate and ensure all sites are fit for purpose for use during the school day and outside of the school day by the school community, local community and hirers.

There were three premises committee meetings in the year ended 31 August 2024. Attendance during the year at meetings of the premises committee was:

Trustee/committee member	Meetings Attended	Out of a possible
David Cousins	2	3
Michael Mill (Chair)	3	3
Julia Mead	3	3
Christopher Peck	3	3
Hester Wooller	3	3

The key issues for the committee for this year have been:

- The recruitment of a Chief Operating Officer
- The development of the Trust's estate management strategies and systems
- The oversight of snagging issues at the new free school

Review of value for money

As Accounting Officer, the CEO has responsibility for ensuring that the academy's trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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 board of trustees where value for money can be improved, including the use of benchmarking data where available. The accounting officer for the academy trust has delivered improved value for money during the year by:

- Increased services offered under the central contribution
- Support from the central team and trustees for Ofsted and SIAMS
- Migration to new pupil MIS

THE KEYS ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

- CPD Offer for all staff, trustees and governors
- Network meetings for Headteachers, Senior leaders, middle leaders, Designated Safeguarding Leads, SENDCOs, operations and finance staff, clerks and chairs of governors

The CEO has effectively used relevant funding from the Conditions Improvement Fund and other Capital grants to ensure that the trust's estate is safe, well-maintained, and complies with regulations.

The purpose of the system of internal control

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

Capacity to handle risk

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and accounts. This process is regularly reviewed by the board of trustees.

The risk and control framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the finance and audit 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;
- delegation of authority and segregation of duties;
- identification and management of risks.

The board of trustees has considered the need for specific internal audit work and as a result of the updated Academy Trust Handbook which puts emphasis on Business Continuity Planning (BCP) and requires that the Trust's management of risks include contingency and BCP, the Trustees determined to obtain assurance to ensure that the business continuity plans for the Trust were fit for purpose. Bishop Fleming was appointed to carry out this work for the year ended 31 August 2024. The Trust meets the requirements of the FRC Ethical Standards for auditors as Bishop Fleming are a different entity to the Trust's external auditors.

In the review by Bishop Fleming, they interviewed the central team of the Trust at the beginning of the review to assess the application of effective controls in the business continuity planning process and during the fieldwork they tested the following areas:

- BCP policies
- BCP plans (content and format)
- Testing of BCP plans
- Reporting of results of testing and learning points
- Training

THE KEYS ACADEMY TRUST

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

Bishop Fleming has delivered their schedule of work as planned and have produced a report to identify the issues that have been identified from their work. The trust has produced an action plan to address the issues raised by the report which is being reviewed by the Trust's Finance and Audit Committee.

Review of effectiveness

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

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

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

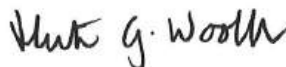
Conclusion

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

Approved by order of the board of trustees on ~~6 December 2024~~ and signed on its behalf by:



David Horrocks
Chairperson



Hester Wooller
Accounting Officer

THE KEYS ACADEMY TRUST

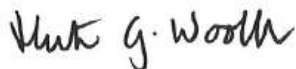
STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

FOR THE YEAR ENDED 31 AUGUST 2024

As accounting officer of The Keys Academy Trust, I have considered my responsibility to notify the academy 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 academy trust and the Secretary of State for Education. As part of my consideration I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibilities for estates safety and management.

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



Hester Wooller
Accounting Officer

6/12/24

THE KEYS ACADEMY TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2024

The trustees (who are also the directors of The Keys Academy Trust for the purposes of company law) are responsible for preparing the trustees' report and the accounts 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 accounts for each financial year. Under company law, the trustees must not approve the accounts 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 accounts, 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 accounts; and
- prepare the accounts 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 accounts 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 accounts may differ from legislation in other jurisdictions.

Approved by order of the members of the board of trustees on 6 December 2024. and signed on its behalf by:



David Horrocks
Chairperson

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE KEYS ACADEMY TRUST

FOR THE YEAR ENDED 31 AUGUST 2024

Opinion

We have audited the accounts of The Keys Academy 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 accounts, 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 accounts:

- 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 accounts' section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the accounts 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 academy trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report other than the accounts and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the accounts 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 accounts 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 accounts 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.

THE KEYS ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE KEYS ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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 accounts are prepared is consistent with the accounts; 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 academy 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 accounts 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 accounts 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 accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts 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 accounts.

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

THE KEYS ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE KEYS ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with trustees and other management, and from our commercial knowledge and experience of the client's business sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, the Charities Act 2011, ESFA requirements, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated with the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

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

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

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

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, the ESFA and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors/trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

THE KEYS ACADEMY TRUST

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE KEYS ACADEMY TRUST (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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.



Robert Kirtland (Senior Statutory Auditor)
for and on behalf of Critchleys Audit LLP

17/12/2024
.....

Chartered Accountants
Statutory Auditor

First Floor, Park Central
40-41 Park End Street
Oxford
OX1 1JD

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON
REGULARITY TO THE KEYS ACADEMY TRUST AND THE EDUCATION AND SKILLS
FUNDING AGENCY**

FOR THE YEAR ENDED 31 AUGUST 2024

In accordance with the terms of our engagement letter dated 18 September 2017 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 The Keys Academy 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 The Keys Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the The Keys Academy 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 The Keys Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Keys Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of The Keys Academy Trust's funding agreement with the Secretary of State for Education dated 28 June 2017 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 academy trust's income and expenditure.

The work undertaken to draw to our conclusion includes:

- Review of minutes of meetings of the Board of Trustees and obtaining representations concerning access to information, disclosure and provision of information.
- Evaluation of the general control environment of the academy trust, extending the procedures required for financial statements to include regularity.
- Assessment and testing of a sample of the specific control activities over regularity of a particular activity.
- Carrying out substantive testing to cover authorisation of expenditure within internal delegated authorities and externally imposed limits.
- Consideration of whether activities carried out are within the charitable objects.

THE KEYS ACADEMY TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2024

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.



Reporting Accountant

Critchleys Audit LLP
First Floor, Park Central
40-41 Park End Street
Oxford
OX1 1JD

Dated: 17/12/2024.....

THE KEYS ACADEMY TRUST

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and capital grants	3	68,837	145,284	4,555,151	4,769,272	1,695,561
Donations - transfer from local authority on conversion	26	48,574	58,792	20,778	128,144	-
Charitable activities:						
- Funding for educational operations	4	988,540	14,124,801	-	15,113,341	12,921,524
Other trading activities	5	98,113	-	-	98,113	79,208
Investments	6	52,775	-	-	52,775	21,473
Total		<u>1,256,839</u>	<u>14,328,877</u>	<u>4,575,929</u>	<u>20,161,645</u>	<u>14,717,766</u>
Expenditure on:						
Charitable activities:						
- Educational operations	9	1,057,808	14,388,506	328,179	15,774,493	13,298,602
Pension deficit transferred on conversion		-	195,000	-	195,000	-
Total	7	<u>1,057,808</u>	<u>14,583,506</u>	<u>328,179</u>	<u>15,969,493</u>	<u>13,298,602</u>
Net income/(expenditure)		199,031	(254,629)	4,247,750	4,192,152	1,419,164
Transfers between funds	17	(236,581)	314,547	(77,966)	-	-
Other recognised gains/(losses)						
Actuarial (losses)/gains on defined benefit pension schemes	19	-	(32,000)	-	(32,000)	713,000
Net movement in funds		(37,550)	27,918	4,169,784	4,160,152	2,132,164
Reconciliation of funds						
Total funds brought forward		<u>1,070,525</u>	<u>104,779</u>	<u>10,814,666</u>	<u>11,989,970</u>	<u>9,857,806</u>
Total funds carried forward		<u>1,032,975</u>	<u>132,697</u>	<u>14,984,450</u>	<u>16,150,122</u>	<u>11,989,970</u>

THE KEYS ACADEMY TRUST

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

FOR THE YEAR ENDED 31 AUGUST 2024

Comparative year information		Unrestricted	Restricted funds:		Total
Year ended 31 August 2023		funds	General	Fixed asset	2023
	Notes	£	£	£	£
Income and endowments from:					
Donations and capital grants	3	76,023	76,910	1,542,628	1,695,561
Charitable activities:					
- Funding for educational operations	4	739,770	12,181,754	-	12,921,524
Other trading activities	5	79,208	-	-	79,208
Investments	6	21,473	-	-	21,473
Total		<u>916,474</u>	<u>12,258,664</u>	<u>1,542,628</u>	<u>14,717,766</u>
Expenditure on:					
Charitable activities:					
- Educational operations	9	762,454	12,273,660	262,488	13,298,602
Total	7	<u>762,454</u>	<u>12,273,660</u>	<u>262,488</u>	<u>13,298,602</u>
Net income/(expenditure)		154,020	(14,996)	1,280,140	1,419,164
Transfers between funds	17	-	(122,746)	122,746	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	19	-	713,000	-	713,000
Net movement in funds		154,020	575,258	1,402,886	2,132,164
Reconciliation of funds					
Total funds brought forward		916,505	(470,479)	9,411,780	9,857,806
Total funds carried forward		<u>1,070,525</u>	<u>104,779</u>	<u>10,814,666</u>	<u>11,989,970</u>

THE KEYS ACADEMY TRUST

BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	13		13,560,489		9,602,926
Current assets					
Debtors	14	1,727,893		1,544,062	
Cash at bank and in hand		3,821,589		3,566,598	
		<u>5,549,482</u>		<u>5,110,660</u>	
Current liabilities					
Creditors: amounts falling due within one year	15	<u>(2,125,849)</u>		<u>(1,775,616)</u>	
Net current assets			3,423,633		3,335,044
Net assets excluding pension liability			16,984,122		12,937,970
Defined benefit pension scheme liability	19		<u>(834,000)</u>		<u>(948,000)</u>
Total net assets			<u>16,150,122</u>		<u>11,989,970</u>
Funds of the academy trust:					
Restricted funds	17				
- Fixed asset funds			14,984,450		10,814,666
- Restricted income funds			966,697		1,052,779
- Pension reserve			<u>(834,000)</u>		<u>(948,000)</u>
Total restricted funds			15,117,147		10,919,445
Unrestricted income funds	17		<u>1,032,975</u>		<u>1,070,525</u>
Total funds			<u>16,150,122</u>		<u>11,989,970</u>

The accounts on pages 25 to 52 were approved by the trustees and authorised for issue on 6 December 2024, and are signed on their behalf by:



David Horrocks
Chairperson

Company registration number 10818575

THE KEYS ACADEMY TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Net cash used in operating activities	20		(67,193)		(111,169)
Cash flows from investing activities					
Dividends, interest and rents from investments		52,775		21,473	
Capital grants from DfE Group		787,173		1,256,538	
Capital funding received from sponsors and others		101,901		286,090	
Purchase of tangible fixed assets		(619,665)		(847,845)	
Net cash provided by investing activities			322,184		716,256
Net increase in cash and cash equivalents in the reporting period			254,991		605,087
Cash and cash equivalents at beginning of the year			3,566,598		2,961,511
Cash and cash equivalents at end of the year			<u>3,821,589</u>		<u>3,566,598</u>

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

The Keys Academy Trust is a charitable company incorporated in England and Wales. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the trustees' report.

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 accounts of the academy 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 accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the Trust. Monetary amounts in these financial statements are rounded to the nearest £.

The Keys Academy Trust meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The trustees assess whether the use of going concern is appropriate, 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 accounts and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Conversion to an academy trust

The conversion from a state maintained school to an academy trust involved the transfer of identifiable assets and liabilities and the operation of the school for £nil consideration. The substance of the transfer is that of a gift and it has been accounted for on that basis as set out below.

The assets and liabilities transferred on conversion to the academy trust have been valued at their fair value. The fair value has been derived based on that of equivalent items. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in Donations – transfer from local authority on conversion in the Statement of Financial Activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds. Further details of the transaction are set out in note 13.

1.4 Income

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

Grants

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

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

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.

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

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 academy trust has provided the goods or services.

Donated goods, facilities and services

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

Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

Transfer of assets on conversion

Where assets and liabilities are received by the academy trust on conversion to an academy, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. Income equal to the net assets transferred on conversion is recognised within donations and capital grant income.

1.5 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.

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

1.6 Tangible fixed assets and depreciation

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

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the balance sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding 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. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

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

Leasehold land and buildings	50 years from conversion (125 years for land)
Leasehold improvements	10-30 years
Asset under construction	Not depreciated until brought into use
Computer equipment	3 years
Furniture and equipment	5 years

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

1.7 Liabilities

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

1.8 Leased assets

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

1.9 Financial instruments

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

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

(Continued)

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.

1.10 Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

1.11 Pensions benefits

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

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary 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 academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to 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.

1.12 Fund accounting

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

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

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies (Continued)

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

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 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

The academy trust participates in the Teacher's Pension Scheme (TPS) for qualifying employees. Under the definitions set out in FRS 102, this is a multi-employer pension scheme. There is insufficient information about the plan assets and liabilities to be able to reliably account for its share of the defined benefit obligation and plan assets in the financial statements and therefore the plan is accounted for as a defined contribution scheme (see note 19).

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Donated fixed assets	-	3,666,077	3,666,077	-
Capital grants	-	865,574	865,574	1,497,128
Other donations	68,837	168,784	237,621	198,433
	<u>68,837</u>	<u>4,700,435</u>	<u>4,769,272</u>	<u>1,695,561</u>

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

4 Funding for the academy trust's educational operations

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
DfE / ESFA grants				
General annual grant (GAG)	-	11,196,401	11,196,401	9,684,835
Other DfE / ESFA grants:				
UIFSM	-	380,017	380,017	352,848
Pupil premium	-	309,613	309,613	303,184
Others (see below)	-	904,910	904,910	692,572
	-	12,790,941	12,790,941	11,033,439
Other government grants				
Local authority grants (see below)	-	1,282,860	1,282,860	1,148,070
Special educational projects	-	51,000	51,000	245
	-	1,333,860	1,333,860	1,148,315
Other incoming resources (see below)	988,540	-	988,540	739,770
Total funding	988,540	14,124,801	15,113,341	12,921,524

The academy received Covid recovery premium of £35,569 (2022/23: £35,375). Costs incurred in respect of this funding totalled £35,569 (2022/23: £35,375).

Other incoming resources include income from clubs £465,851 (2022/23: £359,325), trips and activities £214,858 (2022/23: £195,440), and insurance claims £81,757 (2023/24: £80,608).

Other ESFA grants include Teachers' Pension Grant of £93,737 (2022/23: £10,342), Teachers' Pay Grant £178,026 (2022/23: £3,660), Sports Grant £180,458 (2022/23: £168,840), and MSAG of £342,321 (2022/23: £135,665).

Local Authority grants include Early Years funding £547,932 (2022/23: £445,316), SEN funding £592,714 (2022/23: £340,524), growth funding for Alder Grove of £63,825 (2022/23: £99,388), Ukraine funding of £Nil (2022/23: £57,972), and St Cecilia's dis-economy and new class funding of £78,389 (2022/23: £83,729)

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Hire of facilities	98,113	-	98,113	79,208

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

6 Investment income	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Short term deposits	52,775	-	52,775	21,473

7 Expenditure	Staff costs £	Non-pay expenditure		Total 2024 £	Total 2023 £
		Premises £	Other £		
Academy's educational operations					
- Direct costs	10,372,340	-	1,117,658	11,489,998	9,191,051
- Allocated support costs	1,441,473	1,428,827	1,414,195	4,284,495	4,107,551
Pension deficit transferred on conversion	-	-	195,000	195,000	-
	<u>11,813,813</u>	<u>1,428,827</u>	<u>2,726,853</u>	<u>15,969,493</u>	<u>13,298,602</u>

Net income/(expenditure) for the year includes:	2024 £	2023 £
Fees payable to auditor for:		
- Audit	20,250	18,150
- Other services	7,050	7,300
Operating lease rentals	26,326	26,489
Depreciation of tangible fixed assets	328,179	262,488
Net interest and administration costs on defined benefit pension liability	40,000	57,000

8 Central services

The academy trust has provided the following central services to its academies during the year:

- School improvement
- Leadership support and development
- Finance support
- Training and networks
- Policy development and management
- Governance
- Estates management
- School management systems
- CPD for reaching and support staff

The academy trust charges for these services on the following basis:

5% of GAG income

THE KEYS ACADEMY 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:	2024	2023
	£	£
The Coombes CE School	87,414	94,879
Earley St Peter's CE School	104,090	104,493
St Sebastian's CE Primary School	34,766	34,930
Sonning CE Primary School	45,731	44,122
Crazies Hill CE Primary School	24,216	25,410
St Nicholas CE Primary School	33,961	33,304
Alder Grove CE Primary School	61,390	40,832
Polehampton CE Junior School	53,161	50,350
Polehampton CE Infant School	41,263	40,158
St Cecilia's CE Primary School	24,476	15,764
Uplands Primary School & Nursery	12,120	-
St Michael's CE Primary School	37,259	-
	<u>559,847</u>	<u>484,242</u>

9 Charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Direct costs				
Educational operations	1,057,808	10,432,190	11,489,998	9,191,051
Support costs				
Educational operations	-	4,284,495	4,284,495	4,107,551
	<u>1,057,808</u>	<u>14,716,685</u>	<u>15,774,493</u>	<u>13,298,602</u>

Analysis of costs

	2024 £	2023 £
Direct costs		
Teaching and educational support staff costs	10,372,340	8,293,791
Staff development	31,295	27,620
Technology costs	81,544	125,844
Educational supplies and services	270,756	281,598
Educational consultancy	149,028	87,508
Other direct costs	585,035	374,690
	<u>11,489,998</u>	<u>9,191,051</u>
Support costs		
Support staff costs	1,441,473	1,424,814
Depreciation	328,179	262,488
Technology costs	307,793	247,567
Maintenance of premises and equipment	464,852	611,282
Cleaning	260,471	199,698
Energy costs	319,904	263,445

THE KEYS ACADEMY TRUST

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

9	Charitable activities	(Continued)	
	Rent, rates and other occupancy costs	39,240	23,382
	Security and transport	21,774	28,530
	Catering	419,723	368,044
	Finance costs	40,000	57,000
	Other support costs	618,984	598,058
	Governance costs	22,102	23,243
		4,284,495	4,107,551
		4,284,495	4,107,551

10 Staff

Staff costs

Staff costs during the year were:

	2024	2023
	£	£
Wages and salaries	9,109,929	7,276,117
Social security costs	789,199	616,896
Pension costs	1,800,635	1,668,276
	11,699,763	9,561,289
Staff costs - employees	11,699,763	9,561,289
Agency staff costs	113,314	155,441
	11,813,077	9,716,730
Staff development and other staff costs	32,031	29,495
	11,845,108	9,746,225
Total staff expenditure	11,845,108	9,746,225

Staff numbers

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

	2024	2023
	Number	Number
Teachers	123	107
Administration and support	268	229
Management	19	19
	410	355
	410	355

THE KEYS ACADEMY TRUST

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

10 Staff

(Continued)

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

	2024 Number	2023 Number
Teachers	93	80
Administration and support	143	117
Management	18	16
	<u>254</u>	<u>213</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
£60,001 - £70,000	8	4
£70,001 - £80,000	-	1
£80,001 - £90,000	2	1
£90,001 - £100,000	-	1
£100,001 - £110,000	1	1
£120,001 - £130,000	1	-
	<u>1</u>	<u>-</u>

Severance payments

Contractual severance payments totalling £2,299 (2023: nil) were made to three individuals and a non-contractual severance payment of £7,642 (2023: nil) was made to one individual.

Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £382,337 (2023: £341,107).

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 academy 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:

Hester Wooller (CEO and trustee):

- Remuneration £120,001 - £125,000 (2023: £105,001 - £110,000)
- Employer's pension contributions £30,001 - £35,000 (2023: £25,001 - £30,000)

One trustee received reimbursed travel costs of £57 during the year. Two trustees received reimbursed travel costs of £93 in 2022/23.

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

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

12 Trustees' and officers' insurance

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

The cost of this insurance is included in the total insurance cost but has not been separately identified.

13 Tangible fixed assets

	Leasehold land and buildings £	Leasehold improvements £	Asset under construction £	Computer equipment £	Furniture and equipment £	Total £
Cost						
At 1 September 2023	8,697,222	990,554	441,097	148,507	161,939	10,439,319
Transfer in year	-	441,097	(441,097)	-	-	-
Additions	3,666,077	440,504	72,090	-	107,071	4,285,742
At 31 August 2024	12,363,299	1,872,155	72,090	148,507	269,010	14,725,061
Depreciation						
At 1 September 2023	511,333	108,379	-	134,662	82,019	836,393
Charge for the year	154,589	129,851	-	11,142	32,597	328,179
At 31 August 2024	665,922	238,230	-	145,804	114,616	1,164,572
Net book value						
At 31 August 2024	11,697,377	1,633,925	72,090	2,703	154,394	13,560,489
At 31 August 2023	8,185,889	882,175	441,097	13,845	79,920	9,602,926

Additions to leasehold land and buildings include donated land and buildings at Uplands Primary School from Bracknell Forest Council at a value of £3,666,077 and for a lease term of 125 years from 1 June 2024.

14 Debtors

	2024 £	2023 £
Trade debtors	54,733	487,468
VAT recoverable	120,337	163,474
Other debtors	136,293	12,576
Prepayments and accrued income	1,416,530	880,544
	1,727,893	1,544,062

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	463,945	634,002
Other taxation and social security	556,687	140,519
Other creditors	277,486	184,852
Accruals and deferred income	827,731	816,243
	<u>2,125,849</u>	<u>1,775,616</u>

16 Deferred income

	2024 £	2023 £
Deferred income is included within: Creditors due within one year	<u>541,342</u>	<u>470,938</u>
Deferred income at 1 September 2023	470,938	389,268
Released from previous years	(470,938)	(389,268)
Resources deferred in the year	<u>541,342</u>	<u>470,938</u>
Deferred income at 31 August 2024	<u>541,342</u>	<u>470,938</u>

At the balance sheet date the academy trust was holding funding received for the next financial year totaling £463,957 (2022/23: £434,352) The remaining deferred income of £77,384 (2022/23: £36,586) consists of other income received in advance for example for lettings, trips and activities.

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

17 Funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted general funds					
General Annual Grant (GAG)	925,901	11,196,401	(11,470,152)	314,547	966,697
UIFSM	-	380,017	(380,017)	-	-
Pupil premium	-	309,613	(309,613)	-	-
Recovery premium	-	35,569	(35,569)	-	-
Other DfE / ESFA grants	52,720	904,910	(957,630)	-	-
Other government grants	71,596	1,298,291	(1,369,887)	-	-
Other restricted funds	2,562	204,076	(206,638)	-	-
Pension reserve	(948,000)	341,000	(195,000)	(32,000)	(834,000)
	<u>104,779</u>	<u>14,669,877</u>	<u>(14,924,506)</u>	<u>282,547</u>	<u>132,697</u>
Restricted fixed asset funds					
Capital transferred on conversion	61,356	20,778	-	(51,973)	30,161
DfE group capital grants	1,132,573	865,574	-	(607,626)	1,390,521
Fixed assets fund (note 13)	9,602,926	-	(328,179)	4,285,742	13,560,489
Capital donations	17,811	3,689,577	-	(3,704,109)	3,279
	<u>10,814,666</u>	<u>4,575,929</u>	<u>(328,179)</u>	<u>(77,966)</u>	<u>14,984,450</u>
Total restricted funds	<u>10,919,445</u>	<u>19,245,806</u>	<u>(15,252,685)</u>	<u>204,581</u>	<u>15,117,147</u>
Unrestricted funds					
General funds	<u>1,070,525</u>	<u>1,256,839</u>	<u>(1,057,808)</u>	<u>(236,581)</u>	<u>1,032,975</u>
Total funds	<u>11,989,970</u>	<u>20,502,645</u>	<u>(16,310,493)</u>	<u>(32,000)</u>	<u>16,150,122</u>

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

17 Funds

(Continued)

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

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

Pupil Premium Funding represents funding received from the Department for Education (DfE) to raise the attainment of disadvantaged pupils of all abilities. The eligibility of the pupils and rates of grant per pupil are set-out by the DfE. This funding is to be used for the provision of education.

Early Years Funding is provided by a local authority to facilitate provision of placements for 3 and 4 year olds.

Other DfE funding represents other forms of funding received from the Department for Education. This includes but is not limited to Teachers Pay Grant, UIFSM funding, and PE and Sport Premium grant.

Local Authority Revenue funding represents various grant funding provided by Local Authorities.

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

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

Local Authority Capital Funding includes various grant funding provided by Local Authorities.

Capital funds transferred on conversion constitute balances remaining on funds held by the academy trust for capital purposes from the point of conversion.

Restricted Fixed Asset Funds, Other grants and donations represent amounts given to the academy trust for specific capital purposes.

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

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

The academy trust is not subject to GAG carried forward limits.

THE KEYS ACADEMY 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 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2023 £
Restricted general funds					
General Annual Grant (GAG)	1,053,735	9,684,835	(9,689,923)	(122,746)	925,901
UIFSM	-	352,848	(352,848)	-	-
Pupil premium	-	303,184	(303,184)	-	-
Catch up premium	1,486	357	(1,843)	-	-
Recovery premium	-	35,375	(35,375)	-	-
Other DfE / ESFA grants	300	692,572	(640,152)	-	52,720
Other government grants	-	1,112,583	(1,040,987)	-	71,596
Other restricted funds	25,000	76,910	(99,348)	-	2,562
Pension reserve	(1,551,000)	-	(110,000)	713,000	(948,000)
	<u>(470,479)</u>	<u>12,258,664</u>	<u>(12,273,660)</u>	<u>590,254</u>	<u>104,779</u>
Restricted fixed asset funds					
Capital transferred on conversion	66,076	-	-	(4,720)	61,356
DfE group capital grants	326,764	1,497,128	-	(691,319)	1,132,573
Fixed asset funds (note 13)	9,017,569	-	(262,488)	847,845	9,602,926
Capital donations	1,371	45,500	-	(29,060)	17,811
	<u>9,411,780</u>	<u>1,542,628</u>	<u>(262,488)</u>	<u>122,746</u>	<u>10,814,666</u>
Total restricted funds	<u>8,941,301</u>	<u>13,801,292</u>	<u>(12,536,148)</u>	<u>713,000</u>	<u>10,919,445</u>
Unrestricted funds					
General funds	<u>916,505</u>	<u>916,474</u>	<u>(762,454)</u>	<u>-</u>	<u>1,070,525</u>
Total funds	<u>9,857,806</u>	<u>14,717,766</u>	<u>(13,298,602)</u>	<u>713,000</u>	<u>11,989,970</u>

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

17 Funds

(Continued)

Total funds analysis by academy

	2024	2023
	£	£
Fund balances at 31 August 2024 were allocated as follows:		
The Coombes CE School	306,269	417,092
Earley St Peter's CE School	556,495	710,238
St Sebastian's CE Primary School	151,639	159,798
Sonning CE Primary School	35,726	46,074
Crazies Hill CE Primary School	80,418	98,489
St Nicholas CE Primary School	17,272	22,830
Alder Grove CE Primary School	211,255	152,241
Polehampton CE Junior School	92,629	81,594
Polehampton CE Infant School	89,588	45,605
St Cecilia's CE Primary School	221,160	175,069
Uplands Primary School & Nursery	50,790	-
St Michael's CE Primary School	(45,011)	-
Central services	231,442	214,274
	<hr/>	<hr/>
Total before fixed assets fund and pension reserve	1,999,672	2,123,304
Restricted fixed asset fund	14,984,450	10,814,666
Pension reserve	(834,000)	(948,000)
	<hr/>	<hr/>
Total funds	<u>16,150,122</u>	<u>11,989,970</u>

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

17 Funds

(Continued)

Total cost analysis by academy

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

	Teaching and educational support staff £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2024 £	Total 2023 £
The Coombes CE School	1,515,406	178,968	241,679	390,029	2,326,082	2,385,219
Earley St Peter's CE School	2,103,411	286,288	260,927	315,707	2,966,333	2,640,143
St Sebastian's CE Primary School	596,952	74,907	84,043	104,342	860,244	889,640
Sonning CE Primary School	828,434	142,064	83,236	132,924	1,186,658	1,131,922
Crazies Hill CE Primary School	393,782	56,264	78,500	81,997	610,543	637,758
St Nicholas CE Primary School	585,542	78,866	82,258	111,030	857,696	774,694
Alder Grove CE Primary School	1,290,411	169,323	135,734	241,207	1,836,675	1,327,351
Polehampton CE Junior School	841,164	115,433	118,559	153,838	1,228,994	1,201,181
Polehampton CE Infant School	674,020	119,057	58,601	164,054	1,015,732	961,378
St Cecilia's CE Primary School	333,875	75,803	69,526	203,023	682,227	295,174
Uplands Primary School & Nursery	259,079	64,848	33,941	32,627	390,495	-
St Michael's CE Primary School	711,375	97,981	69,502	120,309	999,167	-
Central services	70,190	384,285	86,339	285,654	826,468	681,654
	<u>10,203,641</u>	<u>1,844,087</u>	<u>1,402,845</u>	<u>2,336,741</u>	<u>15,787,314</u>	<u>12,926,114</u>
Depreciation					328,179	262,488
Loss on disposal of property					-	-
Other finance costs and pension costs					(146,000)	110,000
Total expenditure per Note 7					<u>15,969,493</u>	<u>13,298,602</u>

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

18 Analysis of net assets between funds

	Unrestricted Funds £	Restricted funds: General £	Fixed asset £	Total Funds £
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	-	13,560,489	13,560,489
Current assets	3,158,824	966,697	1,423,961	5,549,482
Current liabilities	(2,125,849)	-	-	(2,125,849)
Pension scheme liability	-	(834,000)	-	(834,000)
Total net assets	1,032,975	132,697	14,984,450	16,150,122
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	-	-	9,602,926	9,602,926
Current assets	2,846,141	1,052,779	1,211,740	5,110,660
Current liabilities	(1,775,616)	-	-	(1,775,616)
Pension scheme liability	-	(948,000)	-	(948,000)
Total net assets	1,070,525	104,779	10,814,666	11,989,970

19 Pension and similar obligations

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by the Royal County of Berkshire. 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 £268,942 were payable to the schemes at 31 August 2024 (2023: £182,794) 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.

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations

(Continued)

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 ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

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

The key elements of the valuation outcome are:

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

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

The employer's pension costs paid to the TPS in the period amounted to £1,359,348 (2023: £1,022,303).

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 academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 22.6% for employers and 5.5% to 9.9% for employees.

The LGPS obligation relates to the employees of the academy trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year/period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the academy trust at the balance sheet date.

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

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations (Continued)

Total contributions made	2024	2023
	£	£
Employer's contributions	782,000	581,000
Employees' contributions	207,000	155,000
	<u>989,000</u>	<u>736,000</u>
Principal actuarial assumptions	2024	2023
	%	%
Rate of increase in salaries	3.80	3.90
Rate of increase for pensions in payment/inflation	2.80	2.90
Discount rate for scheme liabilities	5.10	5.30
Inflation assumption (CPI)	3.05	3.20
Commutation of pensions to lump sums	50.00	50.00
	<u>50.00</u>	<u>50.00</u>

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

	2024	2023
	Years	Years
Retiring today		
- Males	20.7	20.7
- Females	23.6	23.6
Retiring in 20 years		
- Males	22.0	22.0
- Females	25.0	25.0
	<u>25.0</u>	<u>25.0</u>

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

	2024	2023
	£	£
Discount rate + 0.1%	(178,000)	(131,000)
Discount rate - 0.1%	183,000	134,000
Long term salary increase + 0.1%	7,000	5,000
Long term salary increase - 0.1%	(7,000)	(5,000)
Pension increases and deferred revaluation + 0.1%	180,000	133,000
Pension increases and deferred revaluation - 0.1%	(175,000)	(129,000)
Life expectancy assumptions + 1 year	239,000	176,000
Life expectancy assumptions - 1 year	(232,000)	(171,000)
	<u>(232,000)</u>	<u>(171,000)</u>

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations	(Continued)	
Defined benefit pension scheme net liability	2024	2023
	£	£
Scheme assets	7,812,000	5,446,000
Scheme obligations	(8,646,000)	(6,394,000)
Net liability	(834,000)	(948,000)
The academy trust's share of the assets in the scheme	2024	2023
	Fair value	Fair value
	£	£
Equities	5,365,000	3,696,000
Other bonds	1,104,000	695,000
Longevity insurance	(385,000)	(268,000)
Property	633,000	546,000
Other assets	1,095,000	777,000
Total market value of assets	7,812,000	5,446,000
The actual return on scheme assets was £444,000 (2023: £153,000).		
Amount recognised in the statement of financial activities	2024	2023
	£	£
Current service cost	401,000	634,000
Contributions by employer	(782,000)	(581,000)
Interest cost	35,000	54,000
Administration expenses	5,000	3,000
Total operating charge	(341,000)	110,000
Changes in the present value of defined benefit obligations	2024	2023
	£	£
At 1 September 2023	6,394,000	5,775,000
Obligations acquired on conversion	1,201,000	-
Current service cost	401,000	634,000
Interest cost	370,000	256,000
Employee contributions	207,000	155,000
Actuarial loss/(gain)	141,000	(762,000)
Benefits paid	(68,000)	336,000
At 31 August 2024	8,646,000	6,394,000

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

19 Pension and similar obligations (Continued)

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

	2024 £	2023 £
At 1 September 2023	5,446,000	4,224,000
Assets acquired on conversion	1,006,000	-
Interest income	335,000	202,000
Actuarial (gain)/loss	109,000	(49,000)
Employer contributions	782,000	581,000
Employee contributions	207,000	155,000
Benefits paid	(68,000)	336,000
Administration expenses	(5,000)	(3,000)
	<u>7,812,000</u>	<u>5,446,000</u>
At 31 August 2024	<u>7,812,000</u>	<u>5,446,000</u>

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

	Notes	2024 £	2023 £
Net income for the reporting period (as per the statement of financial activities)		4,192,152	1,419,164
Adjusted for:			
Net deficit on conversion to academy	26	66,856	-
Capital grants from DfE and other capital income		(4,555,151)	(1,542,628)
Investment income receivable	6	(52,775)	(21,473)
Defined benefit pension costs less contributions payable	19	(381,000)	53,000
Defined benefit pension scheme finance cost	19	40,000	57,000
Depreciation of tangible fixed assets		328,179	262,488
(Increase) in debtors		(183,831)	(774,408)
Increase in creditors		350,233	435,688
Stocks, debtors and creditors transferred on conversion	26	128,144	-
		<u>(67,193)</u>	<u>(111,169)</u>
Net cash used in operating activities		<u>(67,193)</u>	<u>(111,169)</u>

21 Analysis of changes in net funds

	1 September 2023 £	Cash flows £	31 August 2024 £
Cash	3,566,598	254,991	3,821,589
	<u>3,566,598</u>	<u>254,991</u>	<u>3,821,589</u>

THE KEYS ACADEMY 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 academy trust's future minimum lease payments under non-cancellable operating leases was:

	2024 £	2023 £
Amounts due within one year	18,193	20,928
Amounts due in two and five years	6,514	19,148
	<u>24,707</u>	<u>40,076</u>

23 Capital commitments

	2024 £	2023 £
Expenditure contracted for but not provided in the accounts	666,560	687,985

24 Related party transactions

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

Connected charity transactions

The Oxford Diocesan Board of Education (ODBE) is a member of The Keys Academy Trust. During the year ended 31 August 2024, the Trust paid £23,934 (2022/23: £19,564) for support services from ODBE.

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 Conversion to an academy

Academy	Location	Date of conversion
Uplands Primary School & Nursery	Berkshire	1 June 2024
St Michael's CE Primary School	Berkshire	1 November 2023

THE KEYS ACADEMY TRUST

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

26 Conversion to an academy

(Continued)

Net assets transferred:	Unrestricted funds	Restricted funds:		Total 2024
	£	General £	Fixed asset £	£
Pension scheme deficit	-	(195,000)	-	(195,000)
	<u>-</u>	<u>(195,000)</u>	<u>-</u>	<u>(195,000)</u>
Funds surplus/(deficit) transferred:	Unrestricted funds	Restricted funds:		Total 2024
	£	General £	Fixed asset £	£
Fixed assets funds	-	-	20,778	20,778
LA budget funds	48,574	58,792	-	107,366
LGPS pension funds	-	(195,000)	-	(195,000)
	<u>48,574</u>	<u>(136,208)</u>	<u>20,778</u>	<u>(66,856)</u>