



WICKERSLEY  
PARTNERSHIP  
TRUST.

# Annual Report and Financial Statements

Year End 31<sup>st</sup> August 2025

Company Registration Number: 08833508

**WICKERSLEY PARTNERSHIP TRUST**

Swanage Court, Dodds Close,  
Bradmarsh Business Park, Rotherham, S60 1BX

 01709 807600  [contactus@wickersleypt.org](mailto:contactus@wickersleypt.org)

 [wickersleypt.org](http://wickersleypt.org) **CEO:** Mrs H O'Brien



WICKERSLEY  
PARTNERSHIP  
TRUST.

**Company Registration Number: 08833508 (England & Wales)**

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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**WICKERSLEY PARTNERSHIP TRUST**  
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**REFERENCE AND ADMINISTRATIVE DETAILS**

<b>Members</b>	Mr P Marshall Mr S Calvert Mr M Wheeler (resigned 5 May 2025) Mr A Richards (deceased 26 May 2025) Ms A Dombey (appointed 1 May 2025) Ms C Odigie (appointed 1 May 2025)
<b>Trustees</b>	Mr S Calvert, Chair Ms A Dombey, Vice Chair (resigned 30 April 2025) Mr A Hague Mr P Sadler Mr D Owen Mrs H O'Brien, Chief Executive Officer, Accounting Officer Mrs J Burn Mr S Cavell (resigned 6 May 2025) Mr J Diston Mrs J R Devineni Ms E Ford (resigned 20 November 2025) Mr P Eastell Mr A I Budd Mr M T Hemingway Ms A S Roy (appointed 19 September 2024) Mr Y J J Burton (appointed 19 September 2024) Ms P Stathaki (appointed 1 May 2025) Mr L Headley (appointed 1 May 2025)
<b>Company registered number</b>	08833508
<b>Company name</b>	Wickersley Partnership Trust
<b>Registered office</b>	Swanage Court Dodds Close Bradmarsh Business Park Rotherham S60 1BX
<b>Company secretary</b>	SGH Company Secretaries Limited
<b>Chief executive officer</b>	Mrs H O'Brien
<b>Senior management team</b>	Mrs H O'Brien, Chief Executive Officer, Accounting Officer Mrs A Lee, Academy Improvement Executive Partner

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

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**Independent auditors**      Duncan and Toplis Audit Limited  
Oxley House  
Lincoln Way  
Louth  
Lincolnshire  
LN11 0LS

**Bankers**                      Royal Bank of Scotland  
5 Church Street  
Sheffield  
S1 1HF

**Solicitors**                    Wrigley Solicitors LLP  
19 Cookridge Street  
Leeds  
LS2 3AG

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

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**Directors' Report**

The Directors have pleasure in presenting their annual report together with the financial statements and auditor's report of the charitable company for the period 1 September 2024 to 31 August 2025. The annual report serves the purpose of both a trustees' report, and a directors' report under company law.

The academy trust operates 8 primary and 5 secondary schools, 12 schools in the Borough of Rotherham and 1 school at Gainsborough in Lincolnshire. Its schools have a combined pupil capacity of 8,298 and had a roll of 7,280 in the school census on Thursday 2nd October 2025.

**Structure, governance and management**

**a. Constitution**

The Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Articles of Association is the primary governing document of the Trust.

The Trustees of Wickersley Partnership Trust are also the directors of the charitable company for the purposes of company law.

The charitable company is known as Wickersley Partnership Trust.

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.

**b. 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.

**c. Trustees' indemnities**

Subject to the provisions of the Companies Act 2006, every director or other officer of the academy trust shall be indemnified out of the assets of the academy trust against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgement is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the academy trust. As explained in note 13 to the financial statements the limit of this indemnity is £5,000,000.

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

**Structure, governance and management (continued)**

**d. Method of recruitment and appointment or election of Trustees**

The articles of association require that the number of directors shall be not less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum. The total number of directors including the Chief Executive Officer who are employees of the Company shall not exceed one third of the total number of directors.

The term of office for any director shall be four years save that this time limit shall not apply to the Chief Executive Officer. Subject to remaining eligible to be a particular type of director, any director may be reappointed or re-elected.

The following members and directors were in office on 31 August 2025 and served throughout the period except where stated.

Member	Appointed/Resigned
Mr A Richards	Passed away May 2025
Mr P Marshall	
Mr S Calvert	
Mr M Wheeler	Resigned 5 May 2025
Ms A Dombey	Appointed 1 May 2025
Ms C Odigie	Appointed 1 May 2025

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

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**Structure, governance and management (continued)**

Director	Appointed/Resigned
Mr S Calvert (Chair)	
Ms A Dombey (Vice Chair)	Resigned 30 April 2025
Mr M T Hemingway (Vice Chair)	Appointed 1st May 2025
Mr P Sadler	
Mr D Owen	
Mrs H O'Brien (Chief Executive Officer)	
Mrs J Burn	
Mr D Headley	Appointed 29 April 2025
Mr S Cavell	Resigned 6 May 2025
Mr J Diston	
Mrs J Devineni	
Ms E Ford	
Mr P Eastell	
Mr A I Budd	
Mr A Hague	
Ms A S Roy	Appointed 19 September 2024
Mr Y J J Burton	Appointed 19 September 2024
Ms P Stathaki	Appointed 30 April 2025

During the period under review the directors held 4 full meetings.



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

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**Structure, governance and management (continued)**

**e. Policies adopted for the induction and training of Trustees**

**Policies for Director Induction and Training**

The Trust employs a structured approach to the induction and continuous professional development of its Directors to ensure they are fully equipped to fulfil their governance responsibilities.

**Director Induction**

The induction process for new Directors is designed to provide a comprehensive and immediate understanding of the organisation's operations, governance framework, and strategic priorities. All new Directors are provided with a dedicated induction pack and orientation, which includes:

- Key Personnel Information: Biographical and contact details for Trust Board members and relevant senior staff.
- Operational and Governance Framework: An introduction to the Trust's operational structure, committee framework, and the established schedule of meetings and key events.
- Roles and Responsibilities: Detailed information outlining the fiduciary and strategic roles and responsibilities of the Board and individual Directors.

Furthermore, to foster a connection with the Trust's core mission and people, new Directors are offered opportunities to visit schools within the Trust and meet with staff and students.

**Training and Continuous Development**

The required training and depth of induction are tailored to the existing experience of the new Director. Where a gap in knowledge is identified, the induction will incorporate essential training focused on:

- Regulatory Compliance: Key aspects of charity, educational, legal, and financial governance relevant to a multi-academy trust.

All Directors are supplied with ongoing access to critical organisational documentation to support their continuing professional practice, including:

- The Trust's Strategic Priorities.
- All relevant policies, procedures, minutes, accounts, budgets, and plans.
- Access to the Governor Zone section of the Trust website for centralized resources.

**Aims of Induction and Training**

The overarching aims of the Director induction and training programme are to:

- Build an understanding of the company's legal and operational nature as a multi-academy trust.
- Forge meaningful links with the company's personnel (staff, students, and executive team).
- Develop a clear understanding of the company's main relationships and stakeholder engagement model.

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

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**Structure, governance and management (continued)**

**f. Organisational structure**

**Legal Status and Structure**

Wickersley Partnership Trust (WPT) operates as a single legal entity, constituted as a Limited Company and an exempt Charity. The Trust does not have any subsidiaries, joint ventures, or associated entities.

**Purpose of Governance**

The primary purpose of the governance structure is to guarantee:

- Clarity of vision, ethos, and strategic direction.

An effective governance structure is designed to execute core oversight functions, including:

- Accountability: Holding executive leaders accountable for the educational performance of the organisation and the outcomes of its students.
- Performance Management: Ensuring the effective and efficient performance management of all staff across the Trust.
- Financial Oversight: Overseeing the financial performance of the Trust and ensuring the responsible and effective use of public funds.

The Board maintains high aspirations for WPT and is fundamentally committed to continuous improvement to facilitate the best possible outcomes for all stakeholders.

**Governance Structure**

WPT's governance model consists of five distinct levels structured to ensure clear oversight while promoting devolved responsibility and broad involvement in decision-making:

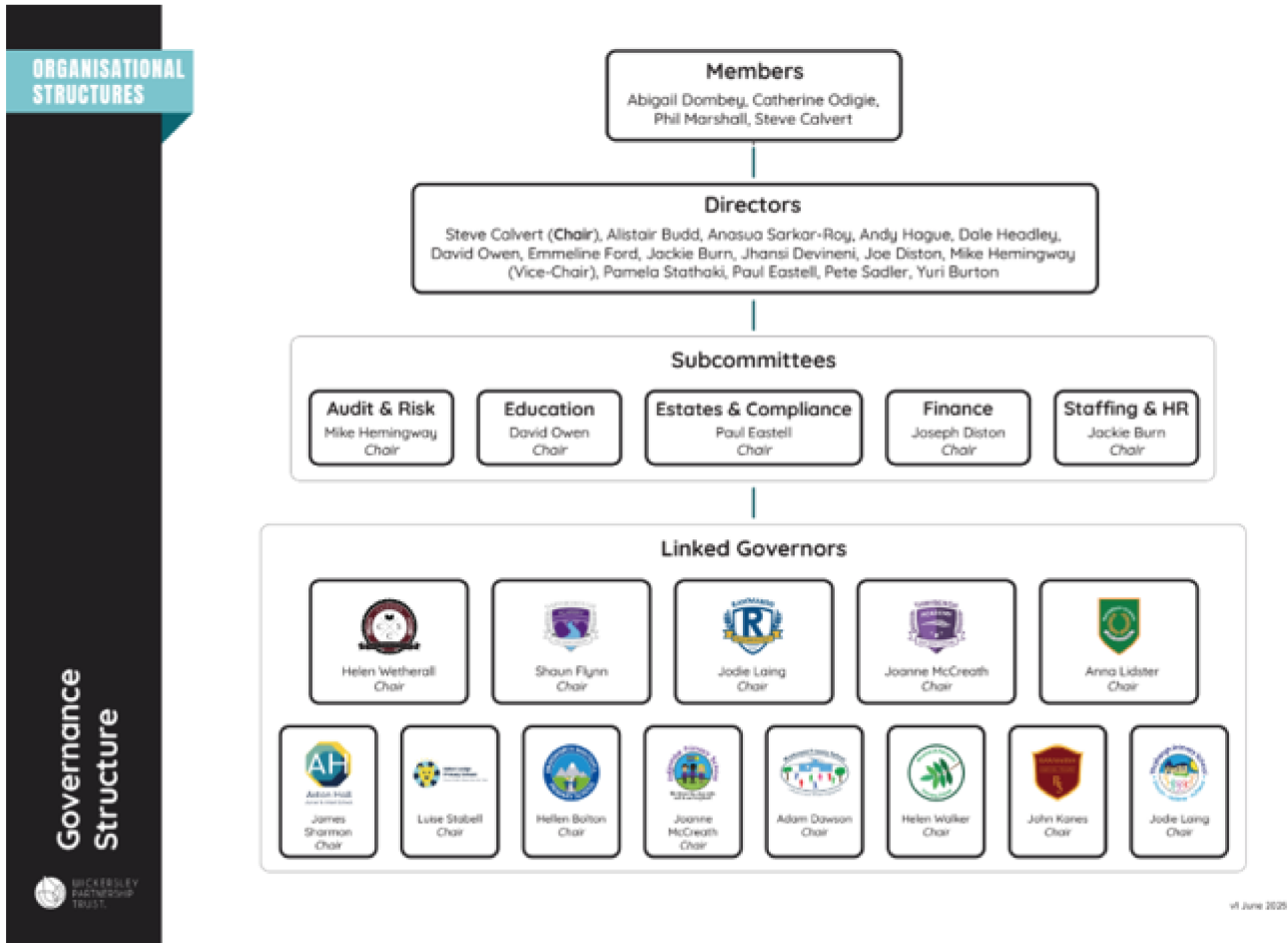
1. The Board of Members
2. The Board of Directors (Trust Board)
3. The Executive Leadership Team
4. Local Governing Bodies (LGBs)
5. Senior Leadership Teams (SLTs) for each individual school within the Trust.

The management structure is designed to devolve responsibility and actively encourage involvement at all decision-making levels.

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

Structure, governance and management (continued)



The Board of Directors and Supporting Governance Structures

Core Functions of the Board of Directors

The Board of Directors maintains ultimate accountability for the Trust and focuses on three core strategic functions:

1. Vision and Strategy: Ensuring clarity of vision, ethos, and strategic direction for the entire organisation.
2. Accountability for Performance: Holding executive leaders to account for:
  - The educational performance of the Trust and its pupils.
  - The effective and efficient performance management of staff.
3. Financial Stewardship: Overseeing the financial performance of the organisation and ensuring all resources are well spent.

Subcommittee Structure

The Board of Directors has established a dedicated subcommittee structure to provide specialist advice, support statutory compliance, and ensure effective strategic oversight. The subcommittees advise and assist the main Board to ensure the sound management of the Trust's resources, including proper planning, monitoring, and probity.

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

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**Structure, governance and management (continued)**

This structure allows for a more dedicated and in-depth review of the organisation's activities and provides opportunities for Directors to assume a leadership role by chairing these groups.

The established subcommittees are:

- Education Committee
- Audit & Risk Committee
- Estates and Compliance Committee
- Finance Committee
- HR and Staffing Committee

**Linked Governance (Oversight and Communication)**

A formal structure for 'Linked Governance' has been established through regular, half-termly meetings to ensure effective two-way communication between the Directors and the Local Governing Bodies (LGBs).

The Linked Governance Subcommittee serves two primary strategic core functions:

1. Communication Forum: It acts as the primary forum for formal communication between the Board of Directors and the Local Governing Bodies.
2. Scrutiny and Oversight: It is the primary forum within the Trust's governance arrangements for the exercise of Board and LGB scrutiny over the Trust's Social, Emotional, and Mental Health (SEMH) provisions and integrated resource provisions across all Trust sites.

Activity Summary (2024-2025): Six Linked Governance meetings took place during the 2024-2025 academic year, led by the Chair of the Trust. These discussions, which included Directors sharing their remit of work, led to a significant redrafting of the Trust's Scheme of Delegation. This revised document clearly redefines and clarifies the layers of responsibility and accountability within the Trust.

**Local Governing Bodies (LGBs)**

Local Governing Bodies have been established for each individual school within the Trust. Their function is to provide local oversight, acting with delegated authority.

- Reporting and Communication: LGBs have the authority to request and receive updates from the Board of Directors, the Executive Leadership Team (ELT), and the respective school's Senior Leadership Team (SLT).
- Monitoring and Scrutiny: They are responsible for monitoring key performance indicators (KPIs) within their respective school regarding the quality of education, behaviour & attitudes, personal development, and leadership & management.
- Critical Friend Role: They operate as a critical friend to the Headteacher and the school's Senior Leadership Team, providing appropriate challenge and support.

**Executive and Senior Leadership**

The Executive and Senior Leaders are responsible for the operational management of the Trust and the individual schools, implementing the policies set by the Board of Directors.

- Composition: This group comprises the Chief Executive Officer (CEO), Chief Finance Officer (CFO), Executive School Improvement Partners, Headteachers, Deputy Headteachers, Assistant Headteachers, and Director of Education/Subject Leaders of Education.

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

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**Structure, governance and management (continued)**

- Operational Control: These managers control the individual schools at an executive level, implementing the policies laid down by the Board and reporting back on operational delivery.
- Key Responsibilities: As a collective, senior leaders are responsible for authorised spending within agreed budgets and the appointment of staff. Appointment boards for all senior leadership positions must always include a Director.
- Accounting Officer: The Chief Executive Officer acts as the Accounting Officer for the academy trust.

**g. Arrangements for setting pay and remuneration of key management personnel**

Director Remuneration and Staff Pay Policy

Unpaid Status and Expense Policy

All work undertaken by Members and Directors on behalf of the Multi-Academy Trust (MAT) or any of its constituent schools is strictly unpaid.

- Expenses: While Members and Directors receive no salary, they are entitled to apply for, but are not automatically awarded, reasonable expenses incurred in the performance of their duties.
- Documentation: Reimbursement is conditional upon providing documented proof that the expenses have been legitimately incurred.

**Remuneration for Paid Leadership Personnel (Teachers)**

Paid leadership personnel who hold teaching qualifications (e.g., the CEO, Executive Leaders, and Headteachers) are employed on terms equivalent to the School Teachers' Pay and Conditions.

- Pay Scales: Remuneration is determined using the National Teaching Pay Scales, primarily utilizing the Leadership Spine.
- CEO Remuneration: The CEO's pay is determined using the specific CEO Spines. The Board of Directors recommends any pay award for the CEO, which is then subject to approval by the Board of Members.

**Remuneration for Paid Senior Management Personnel (Non-Teachers)**

Paid Senior Management personnel who are not teachers (e.g., the Chief Finance Officer, Senior HR Manager, and Central Team Managers) are employed on terms equivalent to the NJC Terms and Conditions (National Joint Council for Local Government Services).

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

Structure, governance and management (continued)

h. Trade union facility time

Relevant union officials

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

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	-
Percentage of total pay bill spent on facility time	- %

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	- %
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The Trust purchases Trade Union Facilities Time via a Service Level Agreement with Rotherham Metropolitan Borough Council. This service enables the utilisation by schools of highly experienced, locally based Trade Union Officials, to deal with the vast majority of case work occurring in schools. This approach to funding of the facilities time provides schools with the ability to meet statutory responsibilities avoiding more complex, internal arrangements.

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

**Structure, governance and management (continued)**

**i. Engagement with employees (including disabled persons)**

We believe a diverse and engaged workforce is critical to successfully delivering our Trust strategy. Wickersley Partnership Trust (WPT) strives to create an open culture where dialogue between the board, senior management, and employees is encouraged and expected. To understand employee sentiment and inform strategic development, we regularly run confidential employee surveys.

The Trust has an inclusive and diverse approach to recruitment, retention, and development. We provide high-quality professional development opportunities to all employees, actively identifying talent and maintaining succession plans. We have also developed a strong culture of evidence-based inquiry and practice.

The following data illustrates the workforce diversity based on survey data as at October 2025:

**Ethnicity**

Arab	2	0.17%
Asian or Asian British	30	2.59%
Black or Black British	6	0.52%
Chinese	3	0.26%
Mixed - White and Asian/African & Caribbean	11	0.95%
Other Asian Background	25	2.16%
Prefer not to say	229	19.78%
White - British	849	73.32%
White Irish	3	0.26%

**Religion**

Other	8	0.69%
Buddhist	1	0.09%
Christian (All denominations)	337	29.10%
Hindu	2	0.17%
Muslim	28	2.42%
No Religion	382	32.99%
Prefer Not to Say/Information Refused	390	33.68%
Sikh	1	0.09%
Spiritual	9	0.78%

**Disability Statistics**

Learning Disability, E.g. Dyslexia	17	1.47%
Long-Standing Illness/Health Condition	26	2.25%
Mental Health Condition	7	0.60%
Physical Impairment or Mobility Issues	9	0.78%
Deaf or Serious Hearing Impairment	4	0.35%
Other Type of Disability	3	0.26%
Prefer not to say	1104	95.34%

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

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**Structure, governance and management (continued)**

**Engagement with employees (including disabled persons) (continued)**

We believe a diverse and engaged workforce is critical to us successfully delivering our trust strategy. WPT strives to create an open culture where dialogue between the board, senior management and the employees is encouraged and expected.

- Managers hold regular team meetings with their members.
- We regularly communicate with employees on factors that affect the Trust performance.
- We seek to maintain constructive relationships with unions formally representing our employees.

The Trust adopts an inclusive and diverse approach to recruitment, retention and development.

- We provide a high-quality professional development opportunity to all employees , identifying talent and having succession plans in place.
- WPT has developed a strong culture of evidence-based inquiry and practice.

To understand what our employees think and feel about the Trust, we run confidential employee surveys which enables us to monitor changes in employee sentiment on a regular basis.

Full details of these policies are available from the Trust's offices.

**j. Engagement with suppliers, customers and others in a business relationship with the Trust**

Our Board ensures that all decisions are taken for the long-term and aims to uphold the highest standard of conduct throughout the Trust.

The Board acknowledges that the Trust can only grow and prosper over the long-term if it understands and respects the views and needs of its pupils, employees, and other stakeholders to whom we are accountable, as well as the environment we operate within. Creating value for our stakeholders is at the heart of our strategy, and knowing what matters to them informs our decisions.

**Core Principles and Compliance**

In addition, the Trust has a moral and ethical responsibility to ensure that all its actions are socially and legally compliant. This includes compliance regarding business ethics, anti-bribery and corruption, human rights, environmental stewardship and use of resources, sustainable solutions, and investing in our local communities.

**Supplier and Customer Relationships**

We work closely with our supply chain and customers to ensure that all business relationships are conducted with integrity and courtesy.

Procurement Support (Value for Money)

The Trust has adopted several measures to support its supply chain, particularly during challenging periods:

- We ensure invoice payments are turned around quickly to help with cash flow.
- We work with suppliers to ensure their business continuity and save jobs.
- We honour existing business agreements and pay suppliers where services were cut short or reduced at short notice.
- High value staged payments for contractors on new builds/refurbishment projects are paid well in advance



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

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**Structure, governance and management (continued)**

- of the due date.
- Customers hiring our facilities are supported by allowing time for them to build up their customer base

**Objectives and activities**

**a. Objects and aims**

The principal object and activity of the charitable company is set out in the Articles of Association. In summary it is to advance for the public benefit, education in the United Kingdom by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum.

In accordance with the Articles of Association the Academy Trust has adopted a Funding Agreement approved by the Secretary of State for Education. The Funding Agreement specifies, amongst other things, the basis for admitting students to the Academy Trust, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the National Curriculum.

**b. Objectives, strategies and activities**

Wickersley Partnership Trust (WPT) is an established charitable company limited by guarantee, founded in 2014 to further the interests of the young people it serves. The core mantra of the Trust is to "never do less for other people's children than we would for our own".

**Core Mission and Commitment**

The Trust's mission is to "send all young people into an ever-changing world, able and qualified to play their full part in it". This commitment carries the great power and responsibility to change lives for the better.

WPT achieves this by:

- Ensuring students have the best educational experience possible.
- Raising achievement through high standards and expectations.
- Providing active, cooperative, and independent learning through dynamic and high-quality teaching.

The climate for learning is characterised by embedded inclusivity and high expectations, operating as one school on many different sites where individual character is encouraged while core ethos and practices ensure equality for all. Students benefit from the same high-quality experiences, whether through the shared curriculum, flagship School Ways and Pledges, or the leading Personal Development and PSHE offer.

**Scale and Context**

- Scope: The Trust operates 8 primary and 5 secondary schools.
- Geographic Area: Our schools are primarily located in the Borough of Rotherham (12 schools), with one school situated in Gainsborough, Lincolnshire.
- Capacity: The Trust has a combined pupil capacity of 8,298, serving a pupil roll of 7,280 as of the school census in October 2025.

**1. Long-Term Strategic Objectives (The Six Pillars) -**

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

**Objectives and activities (continued)**

Focus Area	Objective	Strategy	Activities
Leadership Development	Ensure governance arrangements have clarity, skills, experience, and knowledge to fulfil core functions and legal responsibilities, providing scrutiny, constructive challenge, and support to schools	Build a high-quality central finance function for strategic decision-making. Offer world-class business partnering and robust financial and budget monitoring	Strengthen leadership through targeted professional development. Provide strategic finance advice and comprehensive budget monitoring to senior leadership. Ensure all governance bodies are equipped with the necessary skills and knowledge to support the Trust's goals
Investing in Our People (People Development)	Recruit, engage, and retain staff to advance WPT's strategic priorities, with a focus on achieving Employer of Choice status.	Deliver a proactive, first-class HR service to effectively manage and develop staff.	Develop a comprehensive recruitment strategy targeting high-quality staff. Implement retention strategies to minimize turnover and address staff morale. Foster a supportive environment for staff development through continuous professional learning and collaboration.
Effective Curriculum and Outcomes	Ensure all students, including those with SEND, receive a high-quality education to prepare for future education, employment, or training.	Provide targeted staff CPD, inclusive teaching, and accurate identification of needs. Promote neurodiversity and celebrate individuality.	Implement staff training on inclusive practices and SEND provision. Monitor SEND outcomes to ensure students are making adequate progress. Engage with parents and carers to build strong partnerships in the education of students. Promote excellent attendance and good behaviour across the Trust to support learning and development.
Wellness: Students and Staff	Foster a culture of mental health and wellbeing across all staff.	Promote employee wellbeing through supportive workplace practices and encourage individual responsibility for mental health.	Provide resources and support for staff mental health. Develop strategies to maintain low stress and high morale. Create a positive and supportive environment for all employees.

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

Objectives and activities (continued)

Active Part of the Community	Ensure effective communication within the Trust community, making all members feel valued and contributing to Trust aims and priorities.	Develop a strong, consistent, and creative communications strategy.	Regularly communicate key updates and successes across multiple channels. Encourage active involvement from parents, students, staff, and the wider community.
Sustainability	Implement environmentally sustainable practices across WPT schools, with a focus on reducing emissions and improving energy efficiency.	Invest in energy-efficient technologies and renewable energy sources, while addressing the challenges of climate change.	Retrofit schools with low-carbon alternatives. Reduce energy consumption by improving building efficiency. Promote sustainability through education and eco-friendly practices.

c. Public benefit

In setting the academy Trust's objectives and planning activities the directors have given careful consideration to the Charity Commission's General Guidance on Public Benefit.

Strategic report

Achievements and performance

a. Key performance indicators

The Wickersley Partnership Trust (WPT) is driven by a steadfast commitment to providing high-quality education, ensuring every student reaches their full potential. The Trust's philosophy prioritises inclusivity, innovation, and collaboration across all its schools, actively fostering environments where both staff and students can thrive.

Key Performance Indicators (KPIs)

By leveraging shared resources and expertise, WPT aims to deliver consistent improvements in teaching, learning, and leadership. Furthermore, the Trust actively engages with local communities, promotes student well-being, and works to develop well-rounded individuals equipped with the skills and values necessary for success in the modern world. Even while navigating financial and operational challenges, the Trust maintains its dedication to upholding its mission of excellence and equity in education.

The Trust is under scrutiny on a regular basis through routine Ofsted visits. Over the course of this Academic Year 1 schools underwent an Ofsted section 5 inspection.

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

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**Strategic report (continued)**

**Achievements and performance (continued)**

School	Date	Quality of Education	Behaviour & Attitudes	Personal Development	Leadership & Management	Early Years
Foljambe Primary School	June 2025	RI	Good	Good	RI	RI

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

**Strategic report (continued)**

**Achievements and performance (continued)**

**Latest Published Inspection Outcomes at August 2025**

School	Date	Quality of Education	Behaviour & Attitudes	Personal Development	Leadership & Management	Early Years
Aston Hall	Nov 2024	Good	Outstanding	Outstanding	Good	Good
Aston Lodge	July 2023	Good	Outstanding	Outstanding	Good	Good
Brinsworth Whitehill	Sep 2023	Good	Good	Good	Good	Good
Monkwood	Aug 2023	Good	Good	Good	Good	Good
Rawmarsh Ashwood	Nov 2023	Requires Improvement	Good	Good	Requires Improvement	Good
Rawmarsh Sandhill	July 2023	Good	Good	Good	Good	Good
Thrybergh Primary	Sep 2023	Good	Good	Good	Good	Good
Clifton Community	Jan 2020	Good	Requires Improvement	Good	Good	N/A
Rawmarsh Community	Mar 2022	Good	Good	Good	Good	N/A
The Gainsborough	Sep 2024	Requires Improvement	Required Improvement	Requires Improvement	Requires Improvement	N/A
Thrybergh Academy	Sep 2023	Requires Improvement	Required Improvement	Requires Improvement	Requires Improvement	N/A
Wickersley School	Jan 2024	Good	Good	Good	Good	N/A

**Academic Performance**

**Academic Performance**

The 2025 Early Years Foundation Stage (EYFS) data showcases the capacity for excellence and significant value-add across the Wickersley Partnership Trust (WPT). Good Level of Development (GLD) attainment reached a high of 88% at Aston Hall, with Aston Lodge also demonstrating strong outcomes at 73%, comfortably exceeding national benchmarks. Furthermore, high-needs schools successfully navigated complex contexts,

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**Strategic report (continued)**

**Achievements and performance (continued)**

achieving exceptional progress from extremely low starting points (e.g., Thrybergh increased GLD from 7% to 43%), a testament to highly effective, targeted intervention and teaching.

Key areas of strength and strategic focus for continuous improvement include:

- Core Provision Effectiveness: Schools operating in highly disadvantaged areas, such as Rawmarsh Ashwood and Thrybergh, proved the strength of their core teaching, with their non-vulnerable cohorts achieving outcomes above the national average for that group.
- Targeted Inclusion Success: Brinsworth Whitehill achieved notable success with its Pupil Premium pupils, demonstrating 100% GLD for that group, despite a high-needs profile overall.
- Strategic Growth: The data points to a consistent need across the MAT to further strengthen early Literacy and address the gender attainment gap through targeted, innovative, and consistent practice. This focus will accelerate whole-school progress and ensure equitable outcomes for every child.

The agreed actions centre on prioritising investment in inclusive practices in high-need settings and launching a Trust-wide Literacy Strategy to leverage this universal opportunity for academic growth.

School	Percentage of Students GLD	Percentage of Students GLD
Aston Hall	76	88%
Aston Lodge	75	73%
Brinsworth Whitehill	68	67%
Foljambe	33	46%
Monkwood	66	67%
Ashwood	59	60%
Sandhill	48	43%
Thrybergh	52	43%

**Primary School Performance**

**Key Stage 2 Cohort**

Key Stage 2 (KS2) SATs are the national tests taken by children in England at the end of Year 6 (ages 10-11). These tests assess students' proficiency in core subjects and are a key part of the English education system. The results help measure the progress students have made since the end of Key Stage 1 (KS1) and contribute to their overall academic record.

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Strategic report (continued)

Achievements and performance (continued)

The table below shows the percentage of pupils at each of the trust’s primary schools who achieved the expected and greater depth standards in reading, writing and arithmetic at the end of Key Stage 2.

School	Reading EXS	Reading GD	Writing EXS	Writing GD	Maths EXS	Maths GD
Aston Hall	89%	43%	86%	16%	89%	36%
Aston Lodge	76%	31%	66%	0%	72%	24%
Brinsworth Whitehill	77%	19%	65%	5%	77%	33%
Foljambe	37%	5%	37%	0%	47%	5%
Monkwood Primary School	58%	20%	67%	13%	67%	20%
Ashwood	62%	24%	67%	0%	71%	19%
Sandhill	64%	18%	64%	11%	79%	14%
Thrybergh Primary School	53%	11%	58%	11%	63%	5%
National	75%	Not released	72%	Not released	74%	Not released

Key Stage 2 Performance: Significant Gains in 2025

The Trust's Key Stage 2 (KS2) outcomes for the 2025 academic year demonstrate significant year-on-year improvements in student attainment, providing clear evidence of the positive impact of strategic interventions implemented across our primary schools.

This upward trajectory was particularly notable in core academic subjects, with substantial increases achieved in both Reading and Mathematics at the Expected Standard (EXS). Several schools recorded highly encouraging turnarounds, reflecting successful acceleration of pupil progress. For instance, one primary school demonstrated a marked surge in achievement across all subjects, nearly doubling its attainment in Maths at the EXS level. Similarly, two other schools showed impressive gains in Maths attainment, moving well beyond the three-quarters mark for pupils achieving the expected standard.

Beyond the baseline, our highest-performing school not only maintained exceptional overall performance but also secured impressive gains at Greater Depth (GD) in both Reading and Maths. This outstanding achievement underscores the Trust's ability to challenge and progress its most able students effectively.

While acknowledging that attainment gaps persist in some areas, the overall 2025 data indicates a positive and

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Achievements and performance (continued)

powerful upward trajectory across the Trust. These results collectively highlight the effectiveness of the Trust's commitment to accelerating student progress and closing the knowledge gaps caused by previous disruptions.

Secondary Performance

Attainment - Basics English and Maths

	Clifton	Gainsborough	Rawmarsh	Thrybergh	Wickersley	National
Grade 4 or above English & Maths	38.30%	47.90%	51.7%	30.00%	71.56%	64.50%
Grade 5 or above English & Maths	18.09%	24.37%	35.8%	13.00%	55.66%	45.20%

Key Stage 4 Performance: Strategic Turnaround and Attainment Gains

The Trust's Key Stage 4 (KS4) outcomes for 2025 demonstrated a significant and strategic elevation in student attainment compared to the previous year. This success is particularly visible in the number of schools that achieved substantial gains in the crucial Grade 4+ and Grade 5+ measures for English and Maths, illustrating the positive impact of targeted improvement strategies.

Most notably, Gainsborough Academy achieved a dramatic and impressive turnaround. The school significantly boosted the proportion of students achieving a basic pass (Grade 4+) and recorded an extraordinary jump in students reaching a strong pass (Grade 5+), effectively quadrupling its higher-grade outcomes in these core subjects.

Similarly, Rawmarsh Community School sustained strong improvement, successfully increasing its proportion of students achieving a strong pass (Grade 5+) in English and Maths, demonstrating positive momentum that is narrowing the gap with national averages.

While Wickersley School and Sports College maintained its consistently high performance—keeping attainment well above the national average—the collective gains across the other secondary schools are the most encouraging feature of the 2025 results. These widespread improvements illustrate the effectiveness of the Trust's tailored interventions in accelerating achievement and successfully narrowing attainment gaps across the multi-academy structure.

Staying in education or entering employment

Staying in education or entering employment refers to what young people do after completing their secondary



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**Achievements and performance (continued)**

education (usually Key Stage 4, or Year 11) in England. This measure tracks whether students go on to further education, training, or employment, aligning with the Raising the Participation Age (RPA) policy, which requires students to remain in education or training until at least their 18th birthday.

The table below shows the percentage of pupils from each of the trust's secondary schools who either stayed in education or went into employment after finishing key stage 4 (after year 11, usually aged 16) together with a comparison against the national and local authority averages.

School	Cohort No.	NEET Figure	FT Education	FT Training	Apprenticeship	Employment with training
Clifton	192	11	170	8	0	3
Gainsborough	119	2	105	6	2	3
Rawmarsh	210	6	184	7	9	4
Thrybergh	98	8	84	0	2	4
Wickersley	328	6	302	4	14	2

Post-16 Destinations: Sustained Engagement Despite National Headwinds

The Trust successfully maintained a robust performance in securing positive post-16 destinations for its student cohort in 2025. This effectiveness highlights WPT's commitment to providing meaningful careers advice and clearly defined pathways, with most secondary schools retaining exceptionally high engagement rates in Education, Employment, or Training (EET).

A key achievement was the dramatic surge in EET rates at several academies, with notable increases across the board that demonstrate the effectiveness of targeted support and guidance compared to the previous year. For instance, Gainsborough Academy and Thrybergh Academy both posted highly commendable increases, effectively reaching near-universal placement of their departing Year 11 students.

However, WPT acknowledges the sector-wide difficulty, noting that the national picture for students Not in Education, Employment, or Training (NEETs) reached its highest level since 2014. This rise in disengagement is primarily driven by students with complex needs, including those with poor school attendance, low or unclassified GCSE grades, Special Educational Needs and Disabilities (SEND), or from disadvantaged backgrounds. These individuals often require ongoing, intensive support to overcome significant barriers such as mental health challenges and a lack of aspiration, ensuring they continue to receive guidance and assistance with applications even after the academic year concludes.

6th Form Performance

**KS5 Attainment**

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**Strategic report (continued)**

**Achievements and performance (continued)**

		<b>2024 Results</b>	<b>2025 Results</b>
	<b>Number of students at the end of 16 to 18 studies</b>	189	137
<b>A level cohort and results</b>	<b>Number of students at the end of 16 to 18 study with an A level exam entry (average grade measure)</b>	150	117
	<b>Average point score per A level entry expressed as a grade</b>	B-	B-
	<b>Average point score per A level entry</b>	36.34	36.72
<b>Academic cohort and results</b>	<b>Number of students at the end of 16 to 18 study with an academic exam entry (for average grade measure)</b>	150	117
	<b>Average point score per academic entry expressed as an A level grade</b>	B-	B-
	<b>Average point score per academic entry</b>	36.29	36.79
<b>Applied general cohort and results</b>	<b>Number of students at the end of 16 to 18 study with an applied general exam entry (for average grade measure)</b>	55	54
	<b>Average point score per applied general entry expressed as a vocational grade</b>	Dist-	Dist-
	<b>Average point score per applied general entry</b>	32.97	32.24
<b>Tech level cohort and results</b>	<b>Number of students at the end of 16 to 18 study with a tech level exam entry (for average grade measure)</b>	17	5
	<b>Average point score per tech level entry expressed as a vocational grade</b>	Dist+	Dist+
	<b>Average point score per tech level entry</b>	40.72	42
<b>Grade Count</b>	<b>A*%</b>	5.46%	6.54%
	<b>A*-A %</b>	25.93%	24.46%
	<b>A*-B %</b>	54.78%	53.03%
	<b>A*-C %</b>	79.34%	81.60%
	<b>A*-D %</b>	94.93%	95.88%
	<b>A*-E %</b>	99.61%	99.52%

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**Strategic report (continued)**

**Achievements and performance (continued)**

The overall A-level results are very encouraging. The average point score per A-level entry has risen to 36.72, marking a three-year upward trend and positioning our students above the 2024 national average of 36.72. This translates to an average grade of B-, which is consistent with last year's performance and in line with national outcomes.

Key Subject Cohort Performance

- Academic Cohort: This cohort has shown excellent progress, with the average point score per academic entry increasing to 36.79. This continues a three-year upward trajectory and surpasses the 2024 national figure of 36.29. The average grade for this cohort remains a strong B-, consistent with both the previous year and the national average.
- Applied General Cohort: Our students in Applied General subjects continue to perform significantly above national standards. Despite a slight decline from 2024, the average point score of 32.24 is substantially higher than the 2024 national average of 29.17. The average grade of Distinction- has been consistently maintained over the last three years and is considerably above the national average grade of Merit+.
- Tech Level Cohort: The Tech Level cohort, though small with only five students this year, has achieved an impressive average point score of 40.72. This translates to an average grade of Distinction+, which is well above the national average of Merit+

Overall Educational improvements linked to immediate priorities

The Trust's 2025 performance data provides evidence that the immediate priorities are driving measurable improvements in student outcomes. The dramatic surge in Key Stage 4 (KS4) attainment, including a significant turnaround at Gainsborough Academy and strong Grade 5+ progress at Rawmarsh Community School. Furthermore, the widespread acceleration in Key Stage 2 (KS2) Reading and Maths attainment across multiple primaries highlights the impact of targeted interventions designed to close knowledge gaps. In the Early Years Foundation Stage (EYFS), strong overall progress is being secured through the strategic emphasis on Literacy and inclusive practice, demonstrating the initial success of P4: Improving SEND Provision and Results. While challenges persist, particularly in post-16 engagement, the overall data trajectory validates the Trust's strategy of applying targeted, evidence-based interventions to complex educational issues.

**Central Services Performance**

HR Team Effectiveness Analysis (2024/25)

The HR team's performance is characterised by successful delivery in core areas, indicating a professional, outcomes-focused approach:

1. Talent Development and Retention

The team successfully manages and executes comprehensive professional development programs, resulting in excellent measurable returns on investment:

- High Retention: Achieved a 98% retention rate for Initial Teacher Training (ITT) and Early Career Teachers (ECTs).
- Quality of Development: Secured a 100% completion rate for National Professional Qualifications (NPQs). Critically, this development translated into tangible career progression, with 27% of NPQ participants subsequently earning internal promotions.

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**Strategic report (continued)**

**Achievements and performance (continued)**

**2. Operational Efficiency and Wellbeing**

The team proactively links policy and operations to staff welfare and efficiency:

- Financial Wellbeing: Demonstrated thoughtful policy innovation by shifting support staff pay review timing to protect lower-paid employees from tax credit complications caused by backdated pay awards.
- Resource Management: Successfully implemented the Perkbox well-being platform, resulting in £18,770 in savings for staff.
- Workload Management: The HR Committee directly addressed the underuse of AI in managing workload, reflecting a commitment to operational efficiency (P3).

**3. Data-Driven Management**

The team is moving toward a more sophisticated, evidence-based approach to workforce strategy:

- Systematic Monitoring: The HR team successfully championed and implemented improved workforce data systems, including using Peakon survey analysis and developing the Balanced Scorecard, which enables the Board to conduct data-driven scrutiny and track progress against strategic metrics.

Areas of Ongoing Challenge (Strategic Focus)

While delivery is strong, the team's work remains focused on mitigating critical challenges inherited from the wider Trust environment, as defined by the strategic priorities:

- High Absence Rates: The committee is focused on using HR policies to address inconsistent staff absence rates through rigorous application of management policies.
- Recruitment Gaps: The team must continue to execute the strategy to close high staff turnover and fill vacancies in specialist roles (P2), as this remains a core area of focus for the Trust.

Estates Team Effectiveness Analysis (2024/25)

The team's performance is characterized by significant progress in strategic sustainability and cultural change in health and safety:

**1. Sustainability and Strategic Asset Management**

The team successfully drove the Trust's ambitious decarbonisation agenda and managed assets efficiently:

- Solar PV Success: The team implemented the Strategic Energy Management Plan and provided evidence that the Solar PV system was effective, achieving 88% of predicted generation capacity and securing significant carbon emission reductions.
- Decarbonisation Planning: The team successfully secured 1.9 million pounds for the Public Sector Decarbonisation Scheme (PSDS) Phase 4 bid for The Gainsborough Academy.
- Proactive Procurement: They utilized treasury management to optimize payment timing and shift annual payments to quarterly or half-yearly to maintain cash flow.

**2. Health and Safety (H&S) and Compliance**

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**Strategic report (continued)**

**Achievements and performance (continued)**

The team established systematic tracking and drove cultural improvements in compliance:

- Cultural Change: They successfully tracked systematic improvements in H&S, moving high-risk departments (PE and DT) from amber to green risk ratings after targeted work, which represented a "massive cultural change" towards safety.
- Rigorous Auditing: They maintained comprehensive oversight, tracking the Medicines and Medical Needs Audit (showing no red flags) and successfully improving incident reporting systems, recognizing that increased reporting was positive evidence of cultural change rather than deteriorating performance.

**3. Management of Complex Contracts**

The team maintained necessary engagement and oversight of high-risk operational areas:

- PFI Contract Management: The Estates team proactively tracked escalating PFI contractual issues, managing complex safeguarding risks and supporting the resolution of contractual disputes with contractors through DfE-attended meetings.

**Estates Team Effectiveness Analysis (2024/25)**

**1. Risk Framework and Expertise**

- Enhanced Capacity: The team's effectiveness was immediately enhanced by the strategic appointment of a career risk and compliance professional to the committee, which led to a deeper level of scrutiny.
- Systematic Monitoring: The team evolved the risk register into a more sophisticated management tool, approving the use of an executive summary tracker to show "changes of RAG rating over time". This demonstrates a move toward systematic trend monitoring rather than just static reporting.
- Proactive Identification: They were proactive in risk identification, directing that PFI safeguarding risks be explicitly added to the register following contractor failures, ensuring high-impact risks were properly logged and tracked.

**2. Cybersecurity and Resilience**

The team proved capable of maintaining strong compliance while reacting rapidly to external threats:

- High Compliance: IT controls were confirmed to be "above the DfE standard", with all critical audit warnings eliminated from the security posture.
- Rapid Response: In response to an extraordinary session on real-time threats, the team successfully executed six specific, high-priority actions (e.g., implementing phishing simulations and reviewing third-party security certifications) with clear deadlines.

**3. Complex Compliance and Escalation**

The team demonstrated professionalism in managing high-stakes compliance and contractual risks:

- Safeguarding Escalation: They provided necessary technical support and information to Directors during the complex PFI contractual safeguarding failures, managing the risk of contractor non-compliance (e.g., unaccompanied access by contractors without DBS checks) and supporting the escalation of the issue to the DfE and Regional Directors.

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**Strategic report (continued)**

**Achievements and performance (continued)**

Finance Team Performance Analysis (2024/25)

**1. Financial Control and Forecasting**

- **Rigorous Scrutiny:** The team provided detailed budget forecasts that, despite showing cumulative deficits, were subjected to persistent scrutiny by the Finance Committee. The team demonstrated professionalism by being responsive to requests for robust explanations of forecasting methodology and assumptions.
- **Asset Management:** The team provided focused analysis on the Trust's significant cash position, which allowed the Committee to approve an £8m fixed-term cash deposit for strategic investment.

**2. Efficiency and Value for Money (VfM)**

The team's work directly contributed to operational efficiency and savings:

- **Procurement Success:** The team achieved exemplary practice in procurement governance by securing £151k in savings over five years on a photocopying contract. This assessment was comprehensive, balancing cost efficiency with educational impact.
- **Cash Flow Optimisation:** The team planned and implemented changes to optimize payment timing (e.g., shifting annual payments to monthly or quarterly where possible) to maintain cash in the bank for as long as possible.

**3. Compliance and Strategic Support**

- **Regulatory Work:** The team was responsive to external review, systematically tracking and implementing action plans derived from the SRMA (School Resource Management Advisor) findings, demonstrating a commitment to continuous improvement in compliance.
- **Educational Context:** The team consistently ensured that financial decisions were framed within the context of educational needs, providing context on how reserves would be used to "provide for the children we have today" and fund resources like additional Teaching Assistants or Chromebooks.

**b. Going concern**

After making appropriate enquiries, the directors have a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

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**Strategic report (continued)**

**Achievements and performance (continued)**

**c. Promoting the success of the company**

The Directors' focus remains on ensuring the long-term success and sustainability of the Trust.

Vision and Strategy

The Directors possess a clear understanding of the Trust's business and the evolving operational environment. Strategies set by the Board are designed to strengthen our position as a leading trust by consistently providing better quality education and furthering opportunities for students, while maintaining safety and social responsibility as fundamental to our approach.

Our Stakeholders

- Employees (Workforce): The Directors recognise that our employees are fundamental and core to the delivery of the strategic vision. The success of the Trust is contingent upon attracting, retaining, and motivating employees. Directors factor the implications of decisions on the workforce, ensuring the Trust remains a responsible employer regarding pay, benefits, health, safety, and the workplace environment.
- External Partners (Suppliers, Customers, and Joint Ventures): Delivering our strategy requires maintaining strong, mutually beneficial relationships with suppliers, customers, governments, and other joint-venture partners. Promoting principles of integrity and courtesy effectively is a key factor when entering into or maintaining these relationships.
- Community and Parents: Building strong relationships with parents and the wider community is inherent in our strategic ambitions. The Trust aims to serve its students and community, with employees actively cultivating and fostering strong relationships beyond the school and MAT. A robust infrastructure underpins student progress, and the use of social media communicates our core vision and celebrates successes. Furthermore, the Trust actively shares school facilities and resources to support the wider community.

Decision-Making

The Board receives regular updates via the CEO to provide ongoing overviews of the Trust's operations and its impact. After weighing all relevant factors, the Directors consider which course of action best enables the delivery of our strategy through the long-term, consistently taking into consideration the impact on all stakeholders.

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**Strategic report (continued)**

**Financial review**

**a. Performance**

Wickersley Partnership Trust was incorporated on 6 January 2014 and began trading as such on 1 March 2014. The majority of income received is obtained from the Department for Education (DfE) in the form of recurrent General Annual Grant (GAG) funding, the use of which is restricted for the day to day running of the Academy Trust. Total grants received from the DfE are set out in the statement of financial activities.

During the period ended 31 August 2025, total unrestricted and restricted income (excluding capital funding within the restricted fixed asset fund) were £61,993,455. This compares with expenditure (excluding depreciation within the restricted fixed asset fund and pension reserve expenditure) of £62,228,617 and transfers in from the restricted fixed asset fund of £468,503, to give a surplus of income over expenditure on revenue funding totalling £233,341. This equates to the change in balance of the restricted general funds (excluding pension reserve) plus unrestricted funds reported at the previous year end.

On 31 August 2025 the Local Government pension scheme deficit was £Nil. The Trust is taking the advice of the actuary regarding the repayment structure. Advised future contributions have also been included within the annual budget.

The amount that can only be realised by disposing of tangible fixed assets is £90,380,991.

**b. Reserves & Investment policy**

The Trust's 'free' reserves are its funds after excluding restricted funds. 'Reserves' are therefore the resources the Trust has or can make available to spend for any or all of the Trust's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'free reserves' represent income to the Trust which is to be spent at the Trustees' discretion in furtherance of any of the academy's objects but which is not yet spent, committed or designated.

The Trust's level of free revenue reserves for 2024-2025 is £6,906,839 comprising unrestricted funds of £1,969,881 and restricted general funds of £4,936,958 (excluding the pension reserve of £Nil).

At the end of the prior financial period (year ended 31 August 2024) the Trust had free reserves (restricted general funds excluding pension reserves plus unrestricted funds) of £6,673,498.

- The Trust will build and maintain a revenue reserve fund to respond to emergency situations.
- The current policy is for the Trust to hold total reserves at a minimum of the equivalent of 1 month's total running costs. This equates to £5.19 million. At 31 August 2025 revenue reserves were slightly in excess of this target at approximately 6 weeks' running costs (£6.91 million).
- All revenue reserves are controlled by the Trust board including those transferred in upon conversion and cannot be spent without the approval of the board
- In accordance with DfE and charity accounting standards, the Trust will maintain financial records which identify revenue reserves by academy
- The Trust will build and maintain a capital reserve fund in line with the reserves approved by the board from time to time.
- Reserve funds will be held on deposit in an interest bearing account in a UK regulated bank or in other instruments and investments as agreed from time to time by the board.
- The Trust will take a very prudent approach to any deposits or investments that it makes.



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**c. Principal risks and uncertainties**

The directors are responsible for identifying risks faced by the Trust, assessing the likelihood of the risk occurring and its potential impact, and taking steps to mitigate and control these risks. The strategic risk register has evolved over time and reviewed regularly by ARC and annually reviewed by the Board of Directors. Risk categories considered are varied and include educational performance, pupil health and wellbeing, strategic and governance (including reputation), financial and operational. Outstanding actions and emerging risks are reviewed periodically by directors via full board and sub-committee meetings.

Wickersley Partnership Trust faces a broad spectrum of risks and uncertainties within its operating environment. The principal risks are summarised below:

- Outcomes of students - students not making progress in line with or above national expectations in a Covid-Recovery environment. This is mitigated through effective, regular monitoring of student absence, progress data, and the provision of high-quality learning, additional tutoring interventions and by instigating interventions to support students in catching up where progress has fallen behind.
- Funding uncertainties - reductions in future funding allocations from the government, or limited funding to cover increased costs including staff pay, energy costs and general inflationary rises. This is mitigated through the ongoing review and update of medium-term financial plans embedded within organisational decision making.
- Cost Inflation - increases in teaching and support staff salaries, unexpected increases in individual cost lines, such as the energy increases seen during 2022-23, general inflation and interest rate increases, given the current financial and economic conditions.
- Surplus students' places - academies continue to hold surplus places across a number of year groups. This is mitigated through forecasting changes in numbers so that changes to resource levels can be planned in advance and strategies developed for increased pupil recruitment.
- Physical and infrastructure - relating to the risk of property damage or degradation, loss of utilities, heat, lighting catering etc. including cost and availability of preventative maintenance works. This is mitigated through the completion of fire assessments, health and safety procedures and reinstatement costs covered through insurance policies.
- Governance risks - academies fail to attract potential new Governors. This is mitigated through effective governor recruitment from a range of sectors and the provision of effective information and training.
- Staffing - the risk of being able to attract and retain staff with necessary skills and experience.
- Safeguarding - that a student comes to harm in one of our schools. This is mitigated through robust safeguarding practices to ensure that adults who work in our schools, including volunteers, do not pose a risk to students, the review and adaptations made to the Trust's Safeguarding Policy and the robust 'contact' tracking systems in place for the most vulnerable students.
- Technological Risk - the risk of a cyber-security breach to our systems or Third-Party systems that result in loss of information or fraud. This is mitigated through the ongoing review of information security practices and systems updates and, in addition, the maintenance of the Trust resilience plan to reflect specific threats. Further mitigation to be undertaken to review external software providers' resilience and Business Continuity plans alongside their associated policies.

Wickersley Partnership Trust has been proactive in identifying and managing these risks and uncertainties to mitigate their impact.

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**Risk Management**

The Trust operates a programme of risk management as an element of Wickersley Partnership Trust's Strategy to improve the learning outcomes of pupils, preserve the Trust's assets, and ensure that all Trust sites provide safe and secure learning and working environments. The Trust has developed and recently enhanced a strategic risk register covering its main activities. This register helps to identify key risks and record processes and procedures deployed by the Trust to mitigate those risks. Regular discussion and updating of the register enables the Trust to further embed risk management throughout the organisation. It identifies the potential impact of key risks and the measures which are in place to mitigate such risks. The system of internal control incorporates risk management. The system encompasses a number of elements that together facilitate an effective and efficient operating environment, enabling the Trust to respond to a variety of operational, financial and commercial risks.

These elements include:

- Policies and procedures attached to significant risk underpin the internal control process. The policies are set by the Directors and implemented by the senior management team across Wickersley Partnership Trust.
- Strategic planning and budgeting - the strategic planning and budgeting process is used to set objectives, agree action plans, and allocate resources. Progress towards meeting strategic objectives is monitored regularly by the board of Directors.
- Risk management policy and procedures - The Risk Management Policy and procedures set out the framework for risk identification, measurement of impact, probability of occurrence and mitigating control measures. This framework provides a consistent approach to risk management and monitoring across the Trust.

Certain financial risks such as public and employee liability are mitigated through insurance cover.

**Fundraising**

Whilst we raise funds for National events (e.g. Children in Need, Comic Relief, Macmillan Cancer Support, Sports Relief) we pass on the money raised to those charities. We do not carry out any fundraising activities for the trust's own benefit, other than occasional activities (e.g. voluntary non-uniform days for the students, summer and Christmas fayres), and any funds raised are paid into our student welfare fund, which form part of our School Fund Accounts.

We do not employ in-house fundraisers, nor do we engage the services of any external professional fundraisers.

If we were to fundraise, we would conform to recognised standards, would monitor the fundraising activities appropriately, would handle any fundraising complaints professionally and would protect the public, including vulnerable people, from unreasonably intrusive or persistent approaches.

**Streamlined energy and carbon reporting**

The Trust's greenhouse gas emissions and energy consumption are set out in the following table.

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

**Streamlined energy and carbon reporting (continued)**

UK Greenhouse gas emissions and energy use data for the period 1 September 2024 to 31 August 2025	1 September 2024 to 31 August 2025.	1 September 2023 to 31 August 2024
Energy consumption used to calculate emissions (kWh)	9,627,892	11,488,100
Energy Consumption breakdown (kWh)		
- Gas	6,425,600	8,249,470
- Grid Electricity	3,109,718	3,139,800
- Transport Fuel	92,574	98,830
<u>Scope 1</u> emissions in metric tonnes CO <sub>2</sub> e		
Gas consumption	1,175	1,509
Owned Transport – Minibuses	33	35
Total Scope 1	1,208	1,544
<u>Scope 2</u> emissions in metric tonnes CO <sub>2</sub> e		
Purchase electricity	637	650
Scope 3 emissions in metric tonnes CO <sub>2</sub> e		
Business travel in employee owned vehicles	Unknown	Unknown
Total gross emissions in metric tonnes CO <sub>2</sub> e	1,845	2,194
<u>Intensity</u> ratio	7,280	7,313
Tonnes CO <sub>2</sub> e per pupil	0.25	0.30
<p>Quantification and Reporting Methodology:</p> <p>We have followed the 2019 Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol Corporate Standard and have used the 2021 UK Government's Conversion Factors for Company Reporting.</p> <p>Intensity measurement:</p> <p>The chosen intensity measurement ratio is total gross emissions in metric tonnes CO<sub>2</sub>e per pupil, the recommend ratio for the sector.</p> <p>Measure taken to improve energy efficiency:</p> <p>2023/24 has seen the installation of solar panels across a number of the Trust schools align with a three-year plan to install an array at every school within the Trust.</p>		

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

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**Streamlined energy and carbon reporting (continued)**

**Plans for future periods**

Plans for Future Periods: Strategic Growth and Sustainability (2025-2028)

The Trust is embarking on a three-year strategy (2025-2028) focused on five interconnected themes designed to embed excellence and ensure long-term sustainability.

This forward plan anticipates multi-faceted growth:

- Growth through Acquisition and Expansion: WPT remains strategically open to expanding its footprint by building and nurturing strong partnerships , including potential acquisitions of new schools, while proactively developing new income streams by leveraging assets and expertise to secure a Sustainable Future.
- Growth through Diversification: The Trust is actively exploring the evolution of its operating model to achieve a greater impact on its communities through strategic diversification.
- Growth in Excellence and Resources: The focus is on getting better through consistent, internal improvement:
  - Developing Leadership Excellence: Providing robust support, challenge, and investment in coaching and mentoring.
  - Investing in Our People: Building a diverse team, driving continuous professional development , and removing unnecessary workload by pioneering the use of Artificial Intelligence (AI) for Smarter Operations
  - Driving Outstanding Student Outcomes: Ensuring ambitious and inclusive education for all pupils, underpinned by excellence in literacy and numeracy.

**Funds held as custodian on behalf of others**

The academy trust acts as custodian for the Learners First Partnership Limited. Funds are received on their behalf and immediately passed across to Learners First Partnership Limited.

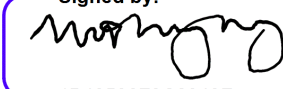
Wickersley School and Sports College administer the bursary fund for their sixth form.

**Disclosure of information to auditors**

Insofar as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- that directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are 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 15 December 2025 and signed on its behalf by:

Signed by:  
  
 1B40506F9C2949F...  
**Mr M T Hemingway**  
 Vice Chair of Trustees

**WICKERSLEY PARTNERSHIP TRUST**  
(A company limited by guarantee)

**GOVERNANCE STATEMENT**

**Scope of responsibility**

As directors, we acknowledge we have overall responsibility for ensuring that Wickersley Partnership 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 directors, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The board of directors has delegated the day-to-day responsibility to the Chief Executive Officer, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Wickersley Partnership Trust and the Secretary of State for Education. They are also responsible for reporting to the board of directors 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 directors has formally met 4 times during the year. The board maintained effective oversight of funds through the finance committee which met 4 times during the period and regular updates from the finance committee at the board meetings.

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

Director	Meetings attended	Out of a possible
Mr S Calvert, Chair	4	4
Ms A Dombey, Vice Chair, (resigned 30 April 2025)	2	3
Mr A Hague	3	4
Mr P Sadler	3	4
Mr D Owen	4	4
Mrs H O'Brien, Chief Executive Officer, Accounting Officer	4	4
Mrs J Burn	1	4
Mr A I Budd	3	4
Mr S Cavell (resigned 6 May 2025)	1	3
Mr J Diston	3	4
Mrs J Devineni	1	4
Mrs E Ford	3	4
Mr P Eastell	3	4
Mr M T Hemingway	4	4
Ms A S Roy (appointed 19 September 2024)	2	4
Mr Y J J Burton (appointed 19 September 2024)	2	4
Ms P Stathaki (appointed 1 May 2025)	2	2
Mr L Headley (appointed 1 May 2025)	2	2

The directors have completed the SRMSA 'School Resource Management Self Assessment required by the Department for Education. The directors will continue to review this document on an annual basis to ensure appropriate controls are in place.

WICKERSLEY PARTNERSHIP TRUST  
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Board of Directors (the Board) held five meetings during 2024/25, successfully maintaining strategic oversight and providing necessary support to executive leadership through a period of complex operational challenges, including a significant PFI contract dispute and heightened cybersecurity threats.

Key Strengths and Achievements

- **Effective Crisis Response and Strategic Decision-Making:** The Board demonstrated exceptional responsiveness, convening two extraordinary meetings to address high-stakes issues. Directors exercised detailed analysis and challenge during the PFI contract dispute, ultimately authorising negotiation for a partial payment. This demonstrated both prudent financial risk management and appropriate support for the executive team.
- **Enhanced Financial and Audit Oversight:** The Board maintained strong financial governance, unanimously approving the reappointment of statutory auditors following a streamlined audit process. Directors demonstrated strategic oversight of cash reserves, approving a large treasury deposit investment while prudently maintaining the minimum £4m cash reserve threshold.
- **Strengthened Board Composition:** Governance capacity was significantly enhanced with the successful recruitment of three new Directors during Spring 2025, adding expertise in financial services, sustainability, and corporate governance.
- **Proactive Risk Management:** Following a real-time incident at the Chair's company, an extraordinary meeting was convened to proactively address cybersecurity. Directors approved six specific actions to enhance the Trust's resilience, including restricting student emails and reviewing third-party security certifications.
- **Detailed Educational Scrutiny:** Directors fulfilled their accountability role by engaging extensively with student outcomes data across all schools, challenging executive leadership directly on the reliability of target-setting processes and expressing concerns about achievement gaps.

**Finance Committee** - The finance committee is a sub-committee of the main board of governors. Its purpose is to advise the Board on matters relating to the Trust's finance arrangements and affairs and to advise and aid the Board of Directors to ensure sound management of the Trust's resources, including proper planning, monitoring and probity. The committee formally met 4 times throughout the year.

Key Strengths of Financial Governance

The Finance Committee is responsible for ensuring the sound management of the Trust's resources through proper planning and monitoring. Its work directly supported Financial Resilience and Sustainability.

- **Focus and Impact:** The committee exercised rigorous scrutiny of financial forecasts, repeatedly challenging deficit projections and demanding evidence on forecast accuracy. It demonstrated strong Value for Money (VfM) by approving a new photocopying contract that secured savings of £151k and ensured that major resource decisions were framed within the context of accelerating educational outcomes for pupils.

Attendance during the year at Finance Sub-Committee Meetings was as follows:

Name	Meetings attended	Out of a possible
Mr S Cavell	3	3
Mr J Diston	3	4
Mrs H O'Brien	4	4
Mr S Calvert	1	1
Ms A S Roy (appointed 19 September 2024)	3	4

WICKERSLEY PARTNERSHIP TRUST  
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

**Staffing and HR Committee** - The staffing & HR committee is a sub-committee of the main board of governors. Its purpose is to advise the Board on matters relating to the Trust's staffing and human resources arrangements and to advise and aid the Board of Directors to ensure sound management of the Trust's resources, including proper planning, monitoring and probity. The committee formally met 3 times throughout the year.

Workforce Improvements Driven by HR & Staffing Priorities

The work undertaken by the HR & Staffing Committee during the 2024/25 academic year yielded significant initial improvements directly aligned with the Trust's strategic priorities. The committee's deliberate focus on enhancing data and accountability led to the successful introduction of a robust Balanced Scorecard, which now serves as a key tool for better monitoring and informing subsequent decisions.

Key achievements include:

The HR Committee advises the Board on staffing and human resources arrangements, directly supporting the Trust's "Employer of Choice" ambition.

- **Focus and Impact:** The committee successfully drove accountability for the workforce agenda, overseeing strong returns on investment in staff development, including a 100% completion rate for NPQs. It provided strong strategic support for the rigorous application of absence management policies and drove improvements in data-driven decision-making through implementing a Balanced Scorecard and using confidential staff survey results

Attendance during the year at Staffing & HR Sub-Committee Meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mrs J Burn	3	3
Mr S Calvert	0	2
Mr P Sadler	3	3
Mrs H O'Brien	3	3
Mr L Headley (appointed 1 May 2025)	1	1

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**WICKERSLEY PARTNERSHIP TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Governance (continued)**

**Estates & Compliance Committee** - The estates & compliance committee is a sub-committee of the main board of governors. Its purpose is to advise the Board on matters relating to the Trust's buildings, premises, health & safety matters and related compliance activity, and aid the Board of Directors to ensure sound management of the Trust's resources, including proper planning, monitoring and probity. The committee formally met 4 times throughout the year.

Key Strengths and Strategic Achievements

The committee advises the Board on buildings, premises, health & safety matters, and related compliance activity.

- **Focus and Impact:** The committee governed the Trust's ambitious decarbonisation agenda, approving the Energy & Sustainability Policy and tracking the success of the solar PV installation which achieved 88% of predicted capacity. It successfully drove systematic cultural change in health and safety, evidenced by key departments moving from amber to green risk ratings.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Ms A Dombey (resigned 30 April 2025)	3	3
Mr A Hague	3	4
Mrs H O'Brien	4	4
Mr P Eastell	3	4
Ms P Stathaki (appointed 1 May 2025)	0	1

**Education Standards Committee** - The education standards committee is a sub-committee of the main board of governors. Its purpose is to advise the Board on matters relating to the Trust's education standards and curriculum arrangements and to advise and aid the Board of Directors to ensure sound management of the Trust's resources, including proper planning, monitoring and probity. The committee formally met 5 times throughout the year.

Key Strengths and Governance Impact

The committee's mandate is to advise the Board on education standards and curriculum arrangements , maintaining accountability for student outcomes

- **Focus and Impact:** The committee provided comprehensive and consistent scrutiny across all key stages, engaging with granular data and challenging leadership on target-setting reliability. It provided strategic challenge on the curriculum design—notably questioning the reduction of student options to increase time on core subjects—and maintained a persistent focus on educational equity for vulnerable groups.

Attendance during the year at Education Standards Sub-Committee Meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr D Owen	4	5
Mr A Budd	5	5
Mrs E Ford	5	5
Mrs H O'Brien	5	5



WICKERSLEY PARTNERSHIP TRUST  
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GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

**Audit and Risk Committee** - The audit and risk committee is a sub-committee of the main board of governors. Its purpose is to advise the Board on matters relating to the Trust's audit arrangements, systems of internal control, risk management and to advise and aid the Board of Directors to ensure sound management of the Trust's resources, including proper planning, monitoring and probity. The committee formally met 4 times throughout the year.

Key Strengths and Governance Impact

The ARC's core mandate is to advise the Board on audit arrangements, internal controls, and systematic risk management .

- **Focus and Impact:** The committee significantly strengthened the Trust's security posture by confirming cyber controls were "above the DfE standard" and proactively approved high-priority actions, including implementing phishing simulations and reviewing third-party security certifications. The ARC provided crucial oversight of the complex, high-risk PFI contractual safeguarding failures, directing that these be explicitly added to the risk register and challenging contractor accountability.

Attendance during the year at Audit and Risk Sub-Committee Meetings was as follows:

Trustee	Meetings attended	Out of a possible
Mr M T Hemingway	4	4
Mrs J Devineni	2	4
Mrs H O'Brien	3	4
Mr Y J J Burton (appointed 19 September 2024)	4	4

Following an internal review of Governance, the findings indicate that while the governance structure has been successfully strengthened by strategic appointments and demonstrates strong oversight of finance and risk, operational efficiency and compliance tracking require immediate focus. Implementing a structured meeting management protocol and formalising governor standards are critical next steps to ensure the full Board completes its statutory business and maintains consistent effectiveness across all layers.

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**WICKERSLEY PARTNERSHIP TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Review of value for money**

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

The accounting officer considers how the Trust's use of its resources has provided good value for money during each academic year, and reports to the board of directors where value for money can be improved, including the use of benchmarking data where appropriate. The accounting officer for the Trust has delivered improved value for money during the year by:

- Continued procurement and implementation of an integrated management information system (Access) across the Trust providing the ability to consolidate and compare school data more efficiently and effectively. This software covers all items of HR, Recruitment, Finance and Payroll and work is being completed to ensure it can link to school-based systems.
- Comparison of Commercial Insurance Premiums and Cover to the RPA scheme to ensure adequate and effective cover, whilst achieving the best price.
- Review of potential Absence Insurance Cover across the Trust to ensure any potential savings are achieved.
- School Improvement collaboration and challenge.

**Procurement Policy**

WPT has worked closely with our supply chains and customers to support them throughout the pandemic.

We have continued to:

- Turnaround invoice payments quickly to help with cash flow
- Work with suppliers, in particular those where business is dependent on schools to ensure their business continuity and save jobs
- Honour existing business agreements and pay those suppliers where services were cut short / reduced at short notice regardless of whether or not the contract will be fulfilled at a later date
- Process orders to ensure continuity of services and supplies to help with maintain their turnover
- Ensure the high value staged payments for contractors working on new builds / refurbishment projects were paid well in advance of the due date.
- Customers returning and hiring out our facilities have been supported by allowing time for them to build up their customer base.

**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 Wickersley Partnership Trust for the period to 31 August 2025, and up to the date of approval of the annual report and financial statements.

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**WICKERSLEY PARTNERSHIP TRUST**  
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**GOVERNANCE STATEMENT (CONTINUED)**

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**Capacity to handle risk**

The Trust have 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 directors are of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period to 31 August, 2025, and up to the date of approval of the annual report and financial statements.

**The risk and control framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the directors.
- regular reviews 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 decided to employ Strictly Education as internal auditor.

Trustees are aware of the revised FRC ethical standards for auditors requiring a split of external and internal audit services. This is not an issue for WPT as we do not use the same provider for these services.

The board of Directors buy-in internal audit service from Strictly Education, Mac Consulting, Wrigleys and Andrew Childs (NLG). The Internal auditor's role includes giving advice on financial matters and performing a range of checks on the Trust's financial and other systems. In particular, the checks carried out in the current period included testing of:

- Fixed Assets
- Pupil Premium
- Budget monitoring and reporting
- Actions taken to implement prior Internal Audit Recommendations
- SRMA Audit by the DfE following approval of significant change requests

Internal Audit reports are reviewed by the Audit and Risk Committee. In addition, an annual summary report is prepared to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress. This report is also used to comply with the requirements of the Academy Trust Handbook in relation to reporting the Internal Audit findings to the DfE on an annual basis. The programme of Internal Audit has been delivered as planned, and there were not any material control issues arising as a result of work undertaken.

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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**GOVERNANCE STATEMENT (CONTINUED)**

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**The risk and control framework (continued)**

On a quarterly basis, the internal auditor reports to the Board of Trustees through the audit and risk committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities. On an annual basis the internal auditor prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress.

The process is designed to enable the Trust to meet its governance responsibilities as outlined in the Academy Trust Handbook 2024 and also to aid the efficient delivery of the external statutory audit. This also aims to address key areas of audit risk and assure directors that controls and processes are correctly implemented.

**Review of effectiveness**

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


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

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

**Conclusion**

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

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

Signed by:  
  
1B40506F9C2949F...  
**Mr M T Hemingway**  
Vice Chair of Trustees  
Date: 15 December 2025

Signed by:  
  
E884A94A62544BF...  
**Mrs H O'Brien**  
Chief Executive / Accounting Officer

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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**STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

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

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

I confirm that the following instances of material irregularity, impropriety or non-compliance discovered to date. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and DfE:

The Schools Resource Management self-assessment tool was completed and submitted after the deadline specified within the Academy Trust Handbook section 6.6.

Signed by:



**Mrs H O'Brien**

Accounting Officer

Date: 15 December 2025

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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

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

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

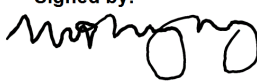
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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

Signed by:  
  
1B40506F9C2949F...

**Mr M T Hemingway**  
Vice Chair of Trustees

Date: 15 December 2025

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**WICKERSLEY PARTNERSHIP TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
WICKERSLEY PARTNERSHIP TRUST**

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**Opinion**

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

In our opinion the financial statements:

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

**Basis for opinion**

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

**Conclusions relating to going concern**

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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.

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**WICKERSLEY PARTNERSHIP TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
WICKERSLEY PARTNERSHIP TRUST (CONTINUED)**

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**Other information**

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

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

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

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

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

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

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

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



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**WICKERSLEY PARTNERSHIP TRUST**  
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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
WICKERSLEY PARTNERSHIP TRUST (CONTINUED)**

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**Responsibilities of trustees**

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

In preparing the financial statements, the Trustees are responsible for assessing the 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 Trust or to cease operations, or have no realistic alternative but to do so.

**Auditors' responsibilities for the audit of the financial statements**

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

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

We have identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial experience, knowledge of the sector, a review of regulatory and legal correspondence and through discussions with Trustees and other management obtained as part of the work required by auditing standards. We have also discussed with the Directors and other management the policies and procedures relating to compliance with laws and regulations. We communicated laws and regulations throughout the team and remained alert to any indications of non-compliance throughout the audit.

The potential impact of different laws and regulations varies considerably. Firstly, the company is subject to laws and regulations that directly impact the financial statements (for example financial reporting legislation) and we have assessed the extent of compliance with such laws as part of our financial statements audit. This included the identification and testing of unusual material journal entries and challenging management on key estimates, assumptions and judgements made in the preparation of the financial statements. These key areas of uncertainty are disclosed in the accounting policies.

Secondly, the academy is subject to other laws and regulations where the consequence for non-compliance could have a material effect on the amounts or disclosures in the financial statements. We identified the following areas as those most likely to have such an effect: Ofsted rating, Health & Safety Law, HR & minimum wage law, Company Law, compliance with the Funding agreement, compliance with the Academy Trust Handbook and the completion of DBS checks.

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**WICKERSLEY PARTNERSHIP TRUST**  
(A company limited by guarantee)

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**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF  
WICKERSLEY PARTNERSHIP TRUST (CONTINUED)**

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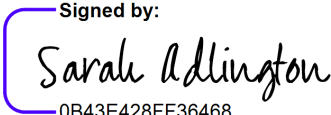
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection. We have performed audit work through enquiries with management regarding any non-compliance and reviewed all available information to assess whether any breaches have been found. Through these procedures, if we became aware of any non-compliance, we considered the impact on the procedures performed on the related financial statement items.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. The further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. As with any audit, there is a greater risk of non-detection of irregularities as these may involve collusion, intentional omissions of the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' report.

**Use of our report**

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

Signed by:  
  
0B43E428FF36468...

**Sarah Adlington (ACA) (Senior statutory auditor)**  
for and on behalf of  
**Duncan and Toplis Audit Limited**  
Oxley House  
Lincoln Way  
Louth  
Lincolnshire  
LN11 0LS

Date: 17-Dec-25 | 12:24 GMT

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO  
WICKERSLEY PARTNERSHIP TRUST AND THE SECRETARY OF STATE FOR EDUCATION**

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In accordance with the terms of our engagement letter dated 6 August 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Wickersley Partnership Trust during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

**Respective responsibilities of Wickersley Partnership Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Wickersley Partnership Trust's funding agreement with the Secretary of State for Education dated 4 October 2021 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO  
WICKERSLEY PARTNERSHIP TRUST AND THE SECRETARY OF STATE FOR EDUCATION  
(CONTINUED)**

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### Approach

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

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

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

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

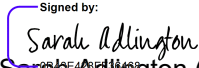
The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity and impropriety of the Trust's activities;
- Testing and review of the areas identified through the risk assessment including enquiry, identification of controls processes and examination of supporting evidence and additional verification work where considered necessary;
- Consideration and corroboration of the evidence supporting the Accounting Officers statement on regularity, propriety and compliance and;
- Consideration of evidence obtained through the work detailed above and any work completed as part of our audit of the financial statements deemed relevant to support the regularity conclusion.

In line with the Framework and guide for external auditors and reporting accountants of academy trusts issued March 2025, we have not performed any additional procedures regarding the Trust's compliance with safeguarding, health and safety and estates management.

### Conclusion

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

Signed by:  
  
Sarah Adlington (ACA) Reporting Accountant  
**Duncan and Toplis Limited**  
**Oxley House**  
**Lincoln Way**  
**Louth**  
**Lincolnshire**  
**LN11 0LS**

Date: 17-Dec-25 | 12:24 GMT

**WICKERSLEY PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

		<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Restricted fixed asset funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>As restated Total funds 2024 £</i>
	<b>Note</b>					
<b>Income from:</b>						
Donations and capital grants:	3					
Other donations and capital grants		-	58,677	1,305,995	1,364,672	1,783,794
Other trading activities	5	873,331	-	-	873,331	1,070,787
Investments	6	517,396	-	-	517,396	586,982
Charitable activities: Funding for the Academy's educational operations		-	60,544,051	-	60,544,051	56,213,926
<b>Total income</b>		<b>1,390,727</b>	<b>60,602,728</b>	<b>1,305,995</b>	<b>63,299,450</b>	<b>59,655,489</b>
<b>Expenditure on:</b>						
Charitable activities: Academy Trust's educational operations		664,366	60,652,251	3,229,004	64,545,621	61,200,197
<b>Total expenditure</b>		<b>664,366</b>	<b>60,652,251</b>	<b>3,229,004</b>	<b>64,545,621</b>	<b>61,200,197</b>
<b>Net income/ (expenditure)</b>		<b>726,361</b>	<b>(49,523)</b>	<b>(1,923,009)</b>	<b>(1,246,171)</b>	<b>(1,544,708)</b>
Transfers between funds	22	-	468,503	(468,503)	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>726,361</b>	<b>418,980</b>	<b>(2,391,512)</b>	<b>(1,246,171)</b>	<b>(1,544,708)</b>
<b>Other recognised gains/(losses):</b>						
Actuarial gains on defined benefit pension schemes	30	-	10,249,000	-	10,249,000	1,426,000
Pension surplus not recognised	30	-	(8,829,000)	-	(8,829,000)	(364,000)
<b>Net movement in funds</b>		<b>726,361</b>	<b>1,838,980</b>	<b>(2,391,512)</b>	<b>173,829</b>	<b>(482,708)</b>
<b>Reconciliation of funds:</b>						

WICKERSLEY PARTNERSHIP TRUST  
(A company limited by guarantee)

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

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	As restated Total funds 2024 £
Note					
Total funds brought forward	1,243,520	3,097,978	93,400,828	97,742,326	98,225,034
Net movement in funds	726,361	1,838,980	(2,391,512)	173,829	(482,708)
Total funds carried forward	1,969,881	4,936,958	91,009,316	97,916,155	97,742,326

**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 08833508**

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

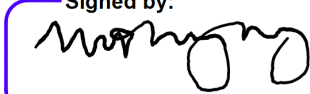
	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	14	90,380,991	92,423,433
<b>Current assets</b>			
Stocks	15	130,682	111,619
Debtors	16	2,993,445	1,764,265
Investments	17	-	2,000,000
Cash at bank and in hand		11,342,327	8,249,712
<b>Liabilities</b>		14,466,454	12,125,596
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	18	(6,715,590)	(4,178,565)
<b>Net current assets</b>		7,750,864	7,947,031
<b>Total assets less current liabilities</b>		98,131,855	100,370,464
Creditors: amounts falling due after more than one year	19	(103,004)	(172,444)
Provisions for liabilities		(112,696)	(123,694)
<b>Net assets excluding pension asset / liability</b>		97,916,155	100,074,326
Defined benefit pension scheme asset / liability	30	-	(2,332,000)
<b>Total net assets</b>		97,916,155	97,742,326

WICKERSLEY PARTNERSHIP TRUST  
(A company limited by guarantee)  
REGISTERED NUMBER: 08833508

BALANCE SHEET (CONTINUED)  
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
<b>Funds of the Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	22	91,009,316	93,400,828
Restricted income funds	22	4,936,958	5,429,978
Restricted funds excluding pension liability	22	95,946,274	98,830,806
Pension reserve	22	-	(2,332,000)
<b>Total restricted funds</b>	22	<b>95,946,274</b>	<b>96,498,806</b>
<b>Unrestricted income funds</b>	22	<b>1,969,881</b>	<b>1,243,520</b>
<b>Total funds</b>		<b>97,916,155</b>	<b>97,742,326</b>

The financial statements on pages 50 to 93 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

Signed by:  
  
1B40506F9C2949F...

Mr M T Hemingway  
Vice Chair of Trustees

Date: 15 December 2025



WICKERSLEY PARTNERSHIP TRUST  
(A company limited by guarantee)

STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by/(used in) operating activities	24	536,946	(1,095,692)
Cash flows from investing activities	26	636,829	116,631
Cash flows from financing activities	25	(81,160)	(81,635)
Change in cash and cash equivalents in the year		1,092,615	(1,060,696)
Cash and cash equivalents at the beginning of the year		10,249,712	11,310,408
Cash and cash equivalents at the end of the year	27, 28	11,342,327	10,249,712

The notes on pages 55 to 93 form part of these financial statements

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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

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**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

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

**1.2 Going concern**

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

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**WICKERSLEY PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**1. Accounting policies (continued)**

**1.3 Income**

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

- **Grants**

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

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

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

- **Sponsorship income**

Sponsorship income provided to the Trust which amounts to a donation is recognised in the Statement of financial activities in the year in which it is receivable (where there are no performance-related conditions) where 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 and catering, is recognised in the year it is receivable and to the extent the Trust has provided the goods or services.

**1.4 Expenditure**

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

- **Charitable activities**

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

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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

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**1. Accounting policies (continued)**

**1.4 Expenditure (continued)**

All resources expended are inclusive of irrecoverable VAT.

**1.5 Taxation**

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

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

**1.6 Tangible fixed assets**

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

Depreciation is provided on the following bases:

Long-term leasehold property	- 2% straight line
Furniture and equipment	- 20% straight line
Computer equipment	- 33% straight line
Motor vehicles	- 20% straight line

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

**1.7 Investments**

Current asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains are presented as 'Investments' income in the Statement of financial activities.

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**WICKERSLEY PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**1. Accounting policies (continued)**

**1.8 Stocks**

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**1.9 Debtors**

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

**1.10 Liabilities**

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

**1.11 Provisions**

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

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

**1.12 Financial instruments**

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 18 and 19. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.13 Operating leases**

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

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**WICKERSLEY PARTNERSHIP TRUST**  
(A company limited by guarantee)

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

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**1. Accounting policies (continued)**

**1.14 Pensions**

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

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

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

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

**1.15 Agency arrangements**

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

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**WICKERSLEY PARTNERSHIP TRUST**  
**(A company limited by guarantee)**

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

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**1. Accounting policies (continued)**

**1.16 Fund accounting**

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

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

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

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

**2. Critical accounting estimates and areas of judgement**

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

Critical accounting estimates and assumptions:

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

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

WICKERSLEY PARTNERSHIP TRUST  
(A company limited by guarantee)

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

3. Income from donations and capital grants

	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	58,677	-	58,677	24,776
Capital Grants	-	1,305,995	1,305,995	1,759,018
	58,677	1,305,995	1,364,672	1,783,794
Total 2024	24,776	1,759,018	1,783,794	



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FOR THE YEAR ENDED 31 AUGUST 2025**

**4. Funding for the Trust's charitable activities**

	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
<b>Funding for the academy trust's educational operations</b>			
<b>DfE grants</b>			
General Annual Grant (GAG)	47,716,082	<b>47,716,082</b>	44,306,585
Other DfE grants			
Pupil Premium	3,108,809	<b>3,108,809</b>	3,000,182
Other DfE/ESFA Revenue Grants	958,937	<b>958,937</b>	642,573
Teachers Pay and Pension Grants	1,889,044	<b>1,889,044</b>	1,286,375
16-19 Programme Allocation Funding	1,791,537	<b>1,791,537</b>	1,902,296
Mainstream School Allocation Grant (MSAG)	-	-	1,521,507
Core Schools Budget Grant	1,756,016	<b>1,756,016</b>	-
	<hr/> 57,220,425	<hr/> <b>57,220,425</b>	<hr/> 52,659,518
<b>Other Government grants</b>			
Higher Needs Block Funding	1,781,695	<b>1,781,695</b>	1,591,848
Early Years Funding	595,973	<b>595,973</b>	561,121
Other Local Authority Grants	692,745	<b>692,745</b>	323,684
	<hr/> 3,070,413	<hr/> <b>3,070,413</b>	<hr/> 2,476,653
<b>Other income from the Trust's funding for the academy trust's educational operations</b>	253,213	<b>253,213</b>	256,859
<b>COVID-19 additional funding (DfE)</b>			
Other DfE COVID-19 funding	-	-	820,896
	<hr/> -	<hr/> -	<hr/> 820,896
	<hr/> 60,544,051	<hr/> <b>60,544,051</b>	<hr/> 56,213,926
	<hr/> 60,544,051	<hr/> <b>60,544,051</b>	<hr/> 56,213,926
	<hr/> <hr/>	<hr/> <hr/> <b>60,544,051</b>	<hr/> <hr/> 56,213,926

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

5. Income from other trading activities

	Unrestricted funds 2025 £	Total funds 2025 £	As restated Total funds 2024 £
Catering income	99,789	99,789	102,370
Sale of goods	79,119	79,119	113,335
Lettings income	231,821	231,821	213,513
Other income	462,602	462,602	641,569
	873,331	873,331	1,070,787

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank account interest	517,396	517,396	586,982

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

7. Expenditure

	Staff Costs 2025 £	Premises 2025 £	Other 2025 £	Total 2025 £	Total 2024 £
Funding for the academy trust's educational operations:					
Direct costs	41,190,223	2,000,034	4,773,047	47,963,304	44,588,686
Allocated support costs	6,391,239	2,956,772	7,234,306	16,582,317	16,611,511
	47,581,462	4,956,806	12,007,353	64,545,621	61,200,197
Total 2024	43,869,059	6,079,115	11,252,023	61,200,197	

8. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Educational operations	47,963,304	16,582,317	64,545,621	61,200,197
Total 2024	44,588,686	16,611,511	61,200,197	

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8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Educational operations 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	41,190,223	41,190,223	38,155,891
Depreciation	3,229,004	3,229,004	2,981,223
Educational supplies	1,656,718	1,656,718	1,257,194
Technology costs	155,550	155,550	82,394
Examination fees	633,364	633,364	634,288
Staff development	214,841	214,841	182,827
Educational consultancy	169,740	169,740	172,185
Other costs	674,052	674,052	1,118,663
Bad debts	39,812	39,812	4,021
	47,963,304	47,963,304	44,588,686

Included within expenditure are the following transactions:

	2025 £	2024 £
Bad debts written off	39,812	4,021
	39,812	4,021

The individual transactions written off in the year ended 31 August 2025 fall below the delegated limits of the academy trust. No disclosure to the DfE was required for approval.

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

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Educational operations 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Staff costs	6,391,239	<b>6,391,239</b>	5,713,168
Technology costs	491,809	<b>491,809</b>	498,481
Recruitment and support	70,453	<b>70,453</b>	123,681
Repairs and maintenance	877,397	<b>877,397</b>	924,607
Cleaning	179,709	<b>179,709</b>	184,986
Rates	281,837	<b>281,837</b>	384,498
Energy costs	1,404,696	<b>1,404,696</b>	2,357,414
Insurance	198,072	<b>198,072</b>	208,191
Security	15,061	<b>15,061</b>	18,132
Transport	314,095	<b>314,095</b>	314,807
Telephone, stationery & postage	150,493	<b>150,493</b>	133,442
Catering	1,197,153	<b>1,197,153</b>	877,441
Other support costs	631,813	<b>631,813</b>	684,368
Operating leases - other	180,771	<b>180,771</b>	115,313
Auditors' remuneration	69,225	<b>69,225</b>	49,455
PFI Charges	3,793,851	<b>3,793,851</b>	3,660,876
Legal fees	24,299	<b>24,299</b>	7,399
Professional fees	310,344	<b>310,344</b>	355,252
	<u>16,582,317</u>	<u><b>16,582,317</b></u>	<u>16,611,511</u>

During the year ended 31 August 2025, the Academy incurred the following Governance costs: £403,868 (2024: £412,106) included within the table above in respect of Funding for the academy trust's educational operations.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**9. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	2025 £	2024 £
Operating lease rentals	180,771	115,313
Depreciation of tangible fixed assets	3,229,004	2,981,223
Fees paid to auditors for:		
- External audit	34,500	34,300
- External audit other services	16,565	5,565
- Internal auditor	16,200	6,775
	<u>          </u>	<u>          </u>

**10. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

	2025 £	2024 £
Wages and salaries	33,999,485	31,836,583
Social security costs	3,765,739	3,117,290
Pension costs	7,954,657	6,881,514
	<u>45,719,881</u>	<u>41,835,387</u>
Agency staff costs	1,851,762	1,998,202
Staff restructuring costs	9,819	35,470
	<u>47,581,462</u>	<u>43,869,059</u>

Staff restructuring costs comprise:

	2025 £	2024 £
Severance payments	9,819	35,470
	<u>9,819</u>	<u>35,470</u>

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NOTES TO THE FINANCIAL STATEMENTS  
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10. Staff (continued)

b. Severance payments

The Trust paid 3 severance payments in the year (2024 - 2), disclosed in the following bands:

	2025 No.	2024 No.
£0 - £25,000	3	1
£25,001 - £50,000	-	1

c. Special staff severance payments

Included in severance payments are non-contractual payments of £9,819 (2024 - £12,191). Individually the payments were £2,371, £3,773 and £3,675 (2024 - £12,191).

d. Staff numbers

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

	2025 No.	2024 No.
Teachers	400	411
Management	61	57
Administration and support staff	629	600
	1,090	1,068

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

10. Staff (continued)

e. Higher paid staff

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

	2025 No.	2024 No.
In the band £60,001 - £70,000	44	37
In the band £70,001 - £80,000	20	8
In the band £80,001 - £90,000	6	6
In the band £90,001 - £100,000	2	1
In the band £100,001 - £110,000	1	1
In the band £110,001 - £120,000	1	1
In the band £140,001 - £150,000	-	1
In the band £150,001 - £160,000	1	-

f. Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £377,566 (2024 - £336,278).



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FOR THE YEAR ENDED 31 AUGUST 2025**

**11. Central services**

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

- Financial, accounting, budgeting, statutory and regulatory services
- Human resources and Head Teacher appraisals
- Support on grievance and disciplinary matters
- Co-ordination of recruitment
- IT strategy and whole trust data management
- Contract and procurement services
- Project management for major or whole trust capital projects
- Facilities and estates coordination
- Insurances
- Health and safety
- Central communication and marketing services
- Legal support
- Strategy and Trust / school improvement
- Outdoor Education (Secondary)

The Trust charges for these services on the following basis:

Primary School's - 4.80% (2024 - 4.62%)

Secondary School's - 5.90% (2024 - 5.68%)

The actual amounts charged during the year were as follows:

	2025 £	2024 £
Aston Hall Primary School	72,299	65,181
Aston Lodge Primary School	46,480	40,577
Brinsworth Whitehall Primary School	62,179	56,527
Clifton Community School	565,626	470,230
Foljambe Primary School	39,981	38,395
Gainsborough Academy	356,080	331,983
Monkwood Primary School	113,290	102,519
Rawmarsh Ashwood Academy	52,073	47,567
Rawmarsh Community School	504,954	450,966
Sandhill Primary School	62,402	60,581
Thrybergh Academy	274,056	239,589
Thrybergh Primary School	52,450	44,377
Wickersley School & Sports College	665,048	611,197
<b>Total</b>	<b>2,866,918</b>	<b>2,559,689</b>

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12. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2025	2024
		£	£
Mrs H O'Brien, Chief Executive	Remuneration	155,000 -	145,000 -
		160,000	150,000
	Pension contributions paid	45,000 -	35,000 -
		50,000	40,000

During the year ended 31 August 2025, expenses totalling £NIL were reimbursed or paid directly to no Trustees (2024 - £NIL paid to no Trustees) in relation to travel expenses.

13. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £5,000,000 on any one claim and the cost for the year ended 31 August 2025 was £2,686 (2024 - £2,686). The cost of this insurance is included in the total insurance cost.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**14. Tangible fixed assets**

	Long-term leasehold property £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
<b>Cost or valuation</b>					
At 1 September 2024	107,243,152	5,866,821	3,994,535	160,580	117,265,088
Additions	589,672	308,859	288,031	-	1,186,562
At 31 August 2025	107,832,824	6,175,680	4,282,566	160,580	118,451,650
<b>Depreciation</b>					
At 1 September 2024	18,280,967	3,113,396	3,308,086	139,206	24,841,655
Charge for the year	2,000,034	859,189	358,099	11,682	3,229,004
At 31 August 2025	20,281,001	3,972,585	3,666,185	150,888	28,070,659
<b>Net book value</b>					
At 31 August 2025	87,551,823	2,203,095	616,381	9,692	90,380,991
At 31 August 2024	88,962,185	2,753,425	686,449	21,374	92,423,433

Included in long-term leasehold property is land of £7,272,200 (2024 - £7,272,200) which is not depreciated.

The land and buildings are held under 125 year leases with Rotherham Borough Council or Lincolnshire County Council. They have been recognised in the financial statements on the basis that the risks and rewards of ownership have been transferred to Wickersley Partnership Trust.

The land and buildings for Wickersley School and Sports College, Clifton Community School and Thrybergh Academy are currently subject to PFI agreements. The PFI costs have been expended in the Statement of Financial Activities as the charges effectively relate to the running costs and maintenance of the land and buildings occupied by those schools.

**15. Stocks**

	2025 £	2024 £
Consumables	130,682	111,619

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

**16. Debtors**

	2025 £	2024 £
<b>Due after more than one year</b>		
Other debtors	13,256	15,041
	<u>13,256</u>	<u>15,041</u>
<b>Due within one year</b>		
Trade debtors	60,176	141,640
Other debtors	6,030	7,836
Prepayments and accrued income	2,173,885	1,371,300
VAT recoverable	740,098	228,448
	<u>2,993,445</u>	<u>1,764,265</u>

**17. Current asset investments**

	2025 £	2024 £
Unlisted investments	-	2,000,000
	<u>-</u>	<u>2,000,000</u>

**18. Creditors: Amounts falling due within one year**

	2025 £	2024 £
Other loans	70,162	70,163
Trade creditors	1,323,427	413,880
Other taxation and social security	968,307	730,124
Other creditors	1,101,048	1,513,220
Accruals and deferred income	3,252,646	1,451,178
	<u>6,715,590</u>	<u>4,178,565</u>

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	2025 £	2024 £
<b>Deferred income</b>		
Deferred income at 1 September 2024	423,570	364,232
Resources deferred during the year	644,831	423,570
Amounts released from previous periods	(423,570)	(364,232)
<b>Deferred income at 31 August 2025</b>	<b>644,831</b>	<b>423,570</b>

The deferred income is a combination of rates relief, free school meal and advance contributions towards school trips all relating to the 2025/26 year.

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

	2025 £	2024 £
Other loans	86,812	156,973
Other creditors	16,192	15,471
	<b>103,004</b>	<b>172,444</b>

Total other loans of £156,974 (2024 - £227,136) are in relation to 8 (2024 - 8) loans from the Department of Education and they are provided on the following terms:

Six loans are expected to be repaid by the year ended 31 August 2027. The interest on all six loans is 0% and the annual repayments are £51,122 (2024 - £51,122 for one loan).

One loan has annual repayments of £16,466 (2024 - £16,466), the total loan is expected to be repaid by the year ended 31 August 2028. The interest on the loan is 0%.

The final loan has annual repayments of £2,574 (2024 - £2,574), the total loan is expected to be repaid by the year ended 31 August 2030. The interest on the loan is 0%.

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NOTES TO THE FINANCIAL STATEMENTS  
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20. Provisions

	Other provision £
At 1 September 2024	123,694
Amounts reversed	(10,998)
	<u>112,696</u>

TPS Premature Retirement Compensation

The provision relates to the agreed funding of a deficit in the TPS pension fund for a number of retired employees.

21. Prior year adjustments

A prior period adjustment as at 31 August 2024 has been made to reclassify income and expenditure from the restricted fund to the unrestricted fund totalling £750,468. This has made no change to the funds balances as at 31 August 2024.

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

**22. Statement of funds**

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
<b>Unrestricted funds</b>						
General Funds	1,243,520	1,390,727	(664,366)	-	-	1,969,881
<b>Restricted general funds</b>						
General Annual Grant (GAG)	3,965,711	47,716,082	(48,677,605)	468,503	-	3,472,691
Pupil Premium	-	3,108,809	(3,108,809)	-	-	-
Other DfE/ESFA grants	-	2,847,981	(2,847,981)	-	-	-
Other income restricted	723,518	311,890	(311,890)	-	-	723,518
Other grants - Local Authority	-	3,070,413	(3,070,413)	-	-	-
Surplus inherited from schools joining the trust	740,749	-	-	-	-	740,749
16-19 Programme Allocation Funding	-	1,791,537	(1,791,537)	-	-	-
Core Schools Budget Grant	-	1,756,016	(1,756,016)	-	-	-
Pension reserve	(2,332,000)	-	912,000	-	1,420,000	-
	3,097,978	60,602,728	(60,652,251)	468,503	1,420,000	4,936,958

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**NOTES TO THE FINANCIAL STATEMENTS  
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**22. Statement of funds (continued)**

**Restricted fixed  
asset funds**

DfE/ESFA capital grants	<b>91,912,640</b>	<b>1,305,995</b>	<b>(3,063,830)</b>	<b>(548,283)</b>	-	<b>89,606,522</b>
DfE/ESFA revenue grants	<b>1,473,459</b>	-	<b>(165,174)</b>	<b>79,780</b>	-	<b>1,388,065</b>
General funds	<b>14,729</b>	-	-	-	-	<b>14,729</b>
	<b>93,400,828</b>	<b>1,305,995</b>	<b>(3,229,004)</b>	<b>(468,503)</b>	-	<b>91,009,316</b>
<b>Total Restricted funds</b>	<b>96,498,806</b>	<b>61,908,723</b>	<b>(63,881,255)</b>	-	<b>1,420,000</b>	<b>95,946,274</b>
<b>Total funds</b>	<b>97,742,326</b>	<b>63,299,450</b>	<b>(64,545,621)</b>	-	<b>1,420,000</b>	<b>97,916,155</b>

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

General Annual Grant (GAG) and 16-19 programme allocation funding must be used for the normal running costs of the Academy Trust.

Other DfE/ESFA grants comprise of various grants awarded for specific purposes, in particular to boost standards of attainment. Grants include Pupil Premium funding which is intended to support education for pupils from a disadvantaged background. Grants also include Core Schools Budget Grant which is intended to cover exceptional costs experienced by the Academy Trust sector.

Other government grants includes funding provided for pupils with Statements of Special Educational Needs and is used by the Academy Trust to assist with the pupil's education.

Devolved capital funding and school condition allocations are provided to Academies to use as it sees fit in areas such as improvements to buildings or facilities, or the repair or refurbishment of such.

Other capital grants are provided to the Academy Trust based on specific bids for individual projects.

Other income comprises various other receipts including school meals. The income is classed as restricted or unrestricted based on the nature of the income.

The pension reserve arises from the actuarial measurement of the Academy Trust's share of the Local Government Pension Scheme deficit. The deficit is recorded as a provision. The actuarial cost of employing staff during the period is initially reflected in the normal running costs of the school in the restricted pension fund. The amount included in resources expended represents the pension cost for the year charged to income and expenditure that arises from actuarial calculations of service cost rather than employer contributions paid, and amounts to (£912,000). Actuarial gains and losses that arise from changes in assumptions by the actuary or wider influences are shown in the restricted pension fund, the movement this year being a net £1,420,000 gain, of which £10,249,000 relates to an actuarial decrease in the net pension fund deficit, and a further (£8,829,000) relates to the pension surplus not recognised. Please see the pension commitments note for more details.



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

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**22. Statement of funds (continued)**

Restricted fixed asset funds represent monies received in respect of and spent on fixed assets. This includes assets inherited on conversion. The total of resources expended within this fund include the depreciation charge for the year. The transfers figure is the amount of other funds used to acquire fixed assets.

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

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**NOTES TO THE FINANCIAL STATEMENTS  
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**22. Statement of funds (continued)**

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

	<i>Balance at 1 September 2023 £</i>	<i>As restated Income £</i>	<i>As restated Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2024 £</i>
<b>Unrestricted funds</b>						
General Funds	930,694	1,657,769	(1,344,943)	-	-	1,243,520
	<i>Balance at 1 September 2023 £</i>	<i>As restated Income £</i>	<i>As restated Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2024 £</i>
<b>Restricted general funds</b>						
General Annual Grant (GAG)	5,568,332	44,306,585	(45,629,914)	(279,292)	-	3,965,711
Pupil Premium	-	3,000,182	(3,000,182)	-	-	-
Other DfE/ESFA grants	-	1,928,948	(1,928,948)	-	-	-
Other income restricted	723,518	256,859	(256,859)	-	-	723,518
Other grants - Local Authority	-	2,476,653	(2,476,653)	-	-	-
Surplus inherited from schools joining the trust	740,749	-	-	-	-	740,749
Other DfE/ESFA COVID funding	-	820,896	(820,896)	-	-	-
16-19 Programme Allocation Funding	-	1,902,296	(1,902,296)	-	-	-
Mainstream School Additional Grant	-	1,521,507	(1,521,507)	-	-	-
Pension reserve	(4,082,000)	-	688,000	-	1,062,000	(2,332,000)
	2,950,599	56,213,926	(56,849,255)	(279,292)	1,062,000	3,097,978

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

**22. Statement of funds (continued)**

	<i>Balance at 1 September 2023 £</i>	<i>As restated Income £</i>	<i>As restated Expenditure £</i>	<i>Transfers in/out £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 August 2024 £</i>
<b>Restricted fixed asset funds</b>						
DfE/ESFA capital grants	93,571,180	1,181,607	(2,840,147)	-	-	91,912,640
DfE/ESFA revenue grants	757,832	577,411	(141,076)	279,292	-	1,473,459
General funds	14,729	-	-	-	-	14,729
	<u>94,343,741</u>	<u>1,759,018</u>	<u>(2,981,223)</u>	<u>279,292</u>	<u>-</u>	<u>93,400,828</u>
<b>Total Restricted funds</b>	<u>97,294,340</u>	<u>57,972,944</u>	<u>(59,830,478)</u>	<u>-</u>	<u>1,062,000</u>	<u>96,498,806</u>
<b>Total funds</b>	<u><u>98,225,034</u></u>	<u><u>59,630,713</u></u>	<u><u>(61,175,421)</u></u>	<u><u>-</u></u>	<u><u>1,062,000</u></u>	<u><u>97,742,326</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**22. Statement of funds (continued)**

**Total funds analysis by academy**

Fund balances at 31 August 2025 were allocated as follows:

	2025 £	2024 £
Aston Hall Primary School	43,034	56,847
Aston Lodge Primary School	126,887	122,320
Brinsworth Whitehill Primary School	(15,091)	(13,273)
Clifton Community School	1,625,420	1,012,284
Foljambe Primary School	66,746	177,734
Gainsborough Academy	991,448	983,095
Monkwood Primary School	323,567	252,035
Rawmarsh Ashwood Academy	65,238	122,869
Rawmarsh Community School	2,197,345	2,144,192
Sandhill Primary School	532,285	513,128
Thrybergh Academy	(358,542)	(356,335)
Thrybergh Primary School	173,476	175,013
Wickersley School & Sports College	155,712	232,318
Central services (including whole trust revenue grants unspent)	979,314	1,251,271
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	6,906,839	6,673,498
Restricted fixed asset fund	91,009,316	93,400,828
Pension reserve	-	(2,332,000)
	<hr/>	<hr/>
<b>Total</b>	<b>97,916,155</b>	<b>97,742,326</b>
	<hr/> <hr/>	<hr/> <hr/>

The following academies are carrying a net deficit on their portion of the funds as follows:

	Deficit £
Brinsworth Whitehill Primary School	15,091
Thrybergh Academy	358,542
	<hr/> <hr/>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**22. Statement of funds (continued)**

Brinsworth Whitehill remains in a cumulative deficit at 31 August 2025, following the huge investment made in 2023-24. Over the 2024-25 Financial year the school has continued to see the trend of higher than historical admission numbers of pupils with complex needs. The new funded provision - Orchard Centre - has made a significant impact on the operation of the school by better supporting the needs of these children, away from mainstream classrooms in the first instance, alongside the resulting improvement in the in-year financial position. In 2023-24 the school saw an in-year deficit of £189k, which has improved to a £2k in-year deficit in 2024-25.

The school continues to be committed to improving attainment and standards at the school and will see recovery to a surplus in the next financial year.

In September 2023 Thrybergh Academy underwent an Ofsted inspection and was graded as Requires Improvement with the key focus areas being behaviour and attendance. The school remains in a cumulative deficit for the year following the huge investment made in 2023-24. In 2023-24 the school saw an in-year deficit of £369k, which has improved to a £2k deficit this year.

The Trust continues to closely monitor the educational provision and financial performance of the school. Working with the RISE team, Thrybergh Academy will receive additional support funding in 2025-26. A restructure of the senior team at the school, including the appointment of a new Headteacher took place in September 2025 in line with improvement plans. The aim of which is to support the academic targets as well as supporting the school to return to surplus in the medium term.

The Trust is taking the following action to return the academies to surplus:

The Trust will continue to closely monitor the educational provision and the estate in relation to both schools. The Trust will provide ongoing support to the schools with the intention of returning them to surplus in the medium term.

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**22. Statement of funds (continued)**

**Total cost analysis by academy**

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2025 £	Total 2024 £
Aston Hall Primary School	1,116,938	122,135	36,786	424,572	<b>1,700,431</b>	1,700,775
Aston Lodge Primary School	803,618	139,655	14,876	275,743	<b>1,233,892</b>	1,091,476
Brinsworth Whitehill Primary School	1,179,066	178,574	38,463	349,635	<b>1,745,738</b>	1,747,092
Clifton Community School	5,833,663	409,060	9,330	3,525,413	<b>9,777,466</b>	9,195,588
Foljambe Primary School	785,752	62,947	22,102	275,293	<b>1,146,094</b>	803,585
Gainsborough Academy	4,339,264	642,561	(1,253)	1,455,237	<b>6,435,809</b>	5,968,595
Monkwood Primary School	1,496,567	218,041	65,074	826,946	<b>2,606,628</b>	2,706,632
Rawmarsh Ashwood Academy	901,438	83,648	20,083	313,129	<b>1,318,298</b>	1,208,760
Rawmarsh Community School	5,955,518	655,960	6,843	2,401,253	<b>9,019,574</b>	8,034,917
Sandhill Primary School	960,815	94,291	23,746	430,719	<b>1,509,571</b>	1,399,470
Thrybergh Academy	3,298,902	250,753	14,725	1,674,515	<b>5,238,895</b>	5,196,674
Thrybergh Primary School	834,081	107,248	23,842	313,958	<b>1,279,129</b>	1,127,717
Wickersley School & Sports College	10,648,674	813,598	35,737	3,096,408	<b>14,594,417</b>	14,764,381
Central Services	3,035,920	2,572,769	1,346,369	(3,244,383)	<b>3,710,675</b>	3,273,312
<b>Trust</b>	<b>41,190,216</b>	<b>6,351,240</b>	<b>1,656,723</b>	<b>12,118,438</b>	<b>61,316,617</b>	<b>58,218,974</b>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**23. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	-	90,380,991	<b>90,380,991</b>
Debtors due after more than one year	-	13,256	-	<b>13,256</b>
Current assets	2,332,137	11,335,762	785,299	<b>14,453,198</b>
Creditors due within one year	(362,256)	(6,283,172)	(70,162)	<b>(6,715,590)</b>
Creditors due in more than one year	-	(16,192)	(86,812)	<b>(103,004)</b>
Provisions for liabilities and charges	-	(112,696)	-	<b>(112,696)</b>
<b>Total</b>	<b>1,969,881</b>	<b>4,936,958</b>	<b>91,009,316</b>	<b>97,916,155</b>

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	92,423,433	92,423,433
Debtors due after more than one year	-	15,041	-	15,041
Current assets	1,243,520	9,662,504	1,204,531	12,110,555
Creditors due within one year	-	(4,108,402)	(70,163)	(4,178,565)
Creditors due in more than one year	-	(15,471)	(156,973)	(172,444)
Provisions for liabilities and charges	-	(2,455,694)	-	(2,455,694)
<b>Total</b>	<b>1,243,520</b>	<b>3,097,978</b>	<b>93,400,828</b>	<b>97,742,326</b>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**24. Reconciliation of net expenditure to net cash flow from operating activities**

	2025 £	2024 £
Net expenditure for the year (as per Statement of financial activities)	<b>(1,246,171)</b>	<b>(1,544,708)</b>
<b>Adjustments for:</b>		
Depreciation	<b>3,229,004</b>	2,981,223
Capital grants from DfE and other capital income	<b>(1,305,995)</b>	(1,759,018)
Dividends, interest and rents from investments	<b>(517,396)</b>	(586,982)
Defined benefit pension scheme cost less contributions payable	<b>(872,000)</b>	(758,000)
Defined benefit pension scheme finance cost	<b>(40,000)</b>	70,000
Increase in stocks	<b>(19,063)</b>	(33,870)
Increase in debtors	<b>(1,229,180)</b>	(2,331)
Increase in creditors	<b>2,537,747</b>	537,994
<b>Net cash provided by/(used in) operating activities</b>	<b>536,946</b>	<b>(1,095,692)</b>

**25. Cash flows from financing activities**

	2025 £	2024 £
Repayment of borrowings	<b>(81,160)</b>	(81,635)
<b>Net cash used in financing activities</b>	<b>(81,160)</b>	<b>(81,635)</b>

**26. Cash flows from investing activities**

	2025 £	2024 £
Interest received	<b>517,396</b>	586,982
Purchase of tangible fixed assets	<b>(1,186,562)</b>	(2,229,369)
Capital grants from DfE Group	<b>1,305,995</b>	1,759,018
<b>Net cash provided by investing activities</b>	<b>636,829</b>	<b>116,631</b>



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**27. Analysis of cash and cash equivalents**

	2025 £	2024 £
Cash at bank and in hand	11,342,327	10,249,712
<b>Total cash and cash equivalents</b>	<b>11,342,327</b>	<b>10,249,712</b>

**28. Analysis of changes in net debt**

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	8,249,712	3,092,615	11,342,327
Debt due within 1 year	(70,163)	1	(70,162)
Debt due after 1 year	(156,973)	70,161	(86,812)
Liquid investments	2,000,000	(2,000,000)	-
	<b>10,022,576</b>	<b>1,162,777</b>	<b>11,185,353</b>

**29. Contingent liabilities**

During the period of the Funding Agreement, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Academy is required either to re-invest the proceeds or to repay to the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the Funding Agreement, whether as a result of the Secretary of State or the Academy serving notice, the Academy shall repay to the Secretary of State sums determined by reference to :

(a) the value at that time of the Academy's site and premises and other assets held for the purpose of the Academy: and

(b) the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the Funding Agreement.

**30. Pension commitments**

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

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

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**30. Pension commitments (continued)**

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

Contributions amounting to £1,033,273 were payable to the schemes at 31 August 2025 (2024 - £912,337) and are included within creditors.

**Teachers' Pension Scheme**

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

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

**Valuation of the Teachers' Pension Scheme**

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

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

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

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

The employer's pension costs paid to TPS in the year amounted to £5,990,979 (2024 - £5,089,960).

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

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

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30. Pension commitments (continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £3,622,000 (2024 - £3,318,000), of which employer's contributions totalled £2,898,000 (2024 - £2,659,000) and employees' contributions totalled £ 724,000 (2024 - £659,000). The agreed contribution rates for future years are 20.5 - 24.1 per cent for employers and 5.5 - 8.0 per cent for employees.

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

Principal actuarial assumptions

Rotherham Metropolitan Borough Council

	2025 %	2024 %
Rate of increase in salaries	3.30	3.25
Rate of increase for pensions in payment/inflation	2.70	2.65
Discount rate for scheme liabilities	6.10	5.00
Inflation assumption (CPI)	2.70	2.65

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

	2025 Years	2024 Years
<i>Retiring today</i>		
Males	20.7	20.5
Females	23.6	23.6
<i>Retiring in 20 years</i>		
Males	21.5	21.3
Females	25.0	25.0

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**NOTES TO THE FINANCIAL STATEMENTS  
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**30. Pension commitments (continued)**

Lincolnshire County Council

	<b>2025</b>	<i>2024</i>
	<b>%</b>	<b>%</b>
Rate of increase in salaries	<b>3.50</b>	3.85
Rate of increase for pensions in payment/inflation	<b>2.95</b>	3.15
Discount rate for scheme liabilities	<b>5.95</b>	5.05
Inflation assumption (CPI)	<b>2.50</b>	2.85

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

	<b>2025</b>	<i>2024</i>
	<b>Years</b>	<b>Years</b>
<i>Retiring today</i>		
Males	<b>21.4</b>	19.5
Females	<b>23.4</b>	22.7
<i>Retiring in 20 years</i>		
Males	<b>23.0</b>	20.7
Females	<b>25.1</b>	24.1

**Sensitivity analysis**

Rotherham Metropolitan Borough Council

	<b>2025</b>	<i>2024</i>
	<b>£000</b>	<b>£000</b>
Discount rate +0.1%	<b>(735)</b>	(913)
Discount rate -0.1%	<b>735</b>	913
Mortality assumption - 1 year increase	<b>1,259</b>	1,462
Mortality assumption - 1 year decrease	<b>(1,259)</b>	(1,462)
CPI rate +0.1%	<b>732</b>	900
CPI rate -0.1%	<b>(732)</b>	(900)

Lincolnshire County Council

	<b>2025</b>	<i>2024</i>
	<b>£000</b>	<b>£000</b>
Discount rate +0.1%	<b>(71)</b>	(88)
Discount rate -0.1%	<b>73</b>	90
Mortality assumption - 1 year increase	<b>114</b>	158
Mortality assumption - 1 year decrease	<b>(111)</b>	(152)
CPI rate +0.1%	<b>74</b>	90
CPI rate -0.1%	<b>(72)</b>	(88)

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**NOTES TO THE FINANCIAL STATEMENTS  
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**30. Pension commitments (continued)**

**Share of scheme assets**

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

	<b>At 31 August 2025 £</b>	<i>At 31 August 2024 £</i>
Equities	<b>31,988,000</b>	27,111,000
Gilts	<b>8,459,000</b>	8,246,000
Property	<b>4,546,000</b>	3,963,000
Cash and other liquid assets	<b>623,000</b>	938,000
Infrastructure	<b>381,000</b>	322,000
Absolute return fund	<b>1,473,000</b>	1,271,000
<b>Total market value of assets</b>	<b>47,470,000</b>	41,851,000

The actual return on scheme assets was £2,756,000 (2024 - £3,600,000).

The amounts recognised in the Statement of financial activities are as follows:

	<b>2025 £</b>	<i>2024 £</i>
Current service cost	<b>(2,026,000)</b>	(1,901,000)
Interest income	<b>2,166,000</b>	1,930,000
Interest cost	<b>(2,120,000)</b>	(1,998,000)
Administrative expenses	<b>(6,000)</b>	(2,000)
<b>Total amount recognised in the Statement of financial activities</b>	<b>(1,986,000)</b>	(1,971,000)

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**30. Pension commitments (continued)**

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

	2025 £	2024 £
<b>At 1 September</b>	<b>44,183,000</b>	39,836,000
Current service cost	2,026,000	1,901,000
Interest cost	2,120,000	1,998,000
Employee contributions	724,000	659,000
Actuarial (gains)/losses	(9,659,000)	244,000
Benefits paid	(753,000)	(819,000)
Asset ceiling adjustment	8,829,000	364,000
<b>At 31 August</b>	<b>47,470,000</b>	44,183,000

An asset ceiling adjustment of £8,829,000 (2024: £364,000) has been applied to the Trust. Without this adjustment, there would be a net pension scheme asset of £11,514,000 (2024: £353,000) for the Trust. In the opinion of the trustee's, this asset cannot be realistically recovered from the pension scheme, either by direct payment or future pension service contributions, hence an adjustment has been made to remove the pension asset.

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

	2025 £	2024 £
<b>At 1 September</b>	<b>41,851,000</b>	35,754,000
Interest income	2,166,000	1,930,000
Actuarial gains	590,000	1,670,000
Employer contributions	2,898,000	2,659,000
Employee contributions	724,000	659,000
Benefits paid	(753,000)	(819,000)
Administration expenses	(6,000)	(2,000)
<b>At 31 August</b>	<b>47,470,000</b>	41,851,000

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

**31. Operating lease commitments**

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

	2025 £	2024 £
Not later than 1 year	73,667	79,742
Later than 1 year and not later than 5 years	207,068	265,444
	<u>280,735</u>	<u>345,186</u>

**32. Long-term commitments, including operating leases**

**a. Other contractual commitments - Commitments under PFI contracts**

At 31 August 2025 the total of the Trust's future minimum lease payments under non-cancellable operating leases was:

	2025 £	2024 £
Amounts due within one year	3,912,175	3,803,852
Amounts due between one and five years	16,937,134	16,618,672
Amounts due after five years	17,069,860	22,006,366
	<u>37,919,169</u>	<u>42,428,890</u>

**33. Members' liability**

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

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

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**34. Related party transactions**

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

Expenditure Related Party Transactions

During the year, the Academy trust made payments to Learners First Schools Partnership Limited a not-for-profit company under common control, with the following related party interactions:

Helen O'Brien - CEO at Wickersley Partnership Trust, Director at Learners First  
Philip Marshall - Member at Wickersley Partnership Trust, Director at Learners First  
Alan Richards - Member at Wickersley Partnership Trust, Director at Learners First  
Mark Wheeler - Member at Wickersley Partnership Trust, Director at Learners First

Wickersley School and Sports College, an academy within the Wickersley Partnership Trust, has been designated as a Teaching School by the National College for Teaching and Leadership. Wickersley Partnership Trust contracts Learners First Schools Partnership Limited to carry out three interdependent core areas of work (leadership development, school to school support and governor development) with the aim of developing a more effective school-led system for school improvement in accordance with government policy. Employees of Learners First Schools Partnership Limited are paid via Wickersley School and Sports College, which is reimbursed to the Trust.

Expenditure incurred relating to Learners First Partnership Limited to carry out the work detailed above was £338,757 (2024 - £423,108).

At the year end the balance owed by the Trust to Learners First Partnership Limited was £Nil (2024 - £Nil).

Income Related Party Transactions

Amounts receivable from Learners First Partnership Limited in relation to salaries and pension recharges during the year were £319,741 (2024 - £407,608).

At the year end the balance owed to the Trust by Learners First Partnership Limited was £26,311 (2024 - £30,280).

**35. Agency arrangements**

The trust distributes 16-19 bursary funds to students as an agent for DfE in the accounting period the trust received £30,597 (2024: £30,957) and (from that income and unspent monies brought forward) disbursed £27,979 (2024: £31,066) from the fund. An amount of £4,627 (2024: £2,009) represents undistributed funds that are held on behalf of the DfE.