

Company registration number 07331954 (England and Wales)

SIR THOMAS RICH'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

SIR THOMAS RICH'S SCHOOL

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SIR THOMAS RICH'S SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Members

R A Ogle
A K Bishop
A S Pilbeam
J J Wilton
M Fenton

Trustees

T R Grogan (Chair)
T Connole (Vice Chair)
Y Badat (Parent Trustee)
J Carrington
T Davies (Appointed 19 March 2025)
J May (Resigned 31 August 2025)
R A Ogle (Resigned 31 August 2025)
S Rodway
J Townsend (Parent Trustee)
C J M Clawson (Parent Trustee) (Appointed 5 May 2025)

Senior management team

- Headteacher	M Lynch (appointed 1 September 2024)
- Deputy Headteacher	D Dempsey
- Deputy Headteacher	S Tapscott (appointed 1 September 2024)
- Assistant Headteacher	P Daniell
- Assistant Headteacher	A Williams
- Assistant Headteacher	S Roche
- Assistant Headteacher	P Garica Toja
- Associate Assistant Headteacher	J Loveridge
- Director of Finance and Operations	S Jones

Company secretary

Mrs N Binning

Company registration number

07331954 (England and Wales)

Principal and registered office

Oakleaze
Longlevens
Gloucester
GL2 0LF
United Kingdom

Independent auditor

Azets Audit Services
Epsilon House
The Square
Gloucester Business Park
Gloucester
GL3 4AD
United Kingdom

SIR THOMAS RICH'S SCHOOL

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Lloyds Bank Plc
19 Eastgate Street
Gloucester
Gloucestershire
GL1 1NU
United Kingdom

Solicitors

Stone King LLP
13 Queen Square
Bath
Somerset
BA1 2HJ
United Kingdom

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2025

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

The principal activity of Sir Thomas Rich's School is to provide education to pupils in the years 11-18 with a broad balanced and rich curriculum.

Structure, governance and management

Constitution

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

The charitable company operates as Sir Thomas Rich's School.

The Trustees of Sir Thomas Rich's School are also the directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year, and to the date these financial statements are approved, are included in the Reference and Administrative Details on page 1.

Governance restructure

In January 2021, Sir Thomas Rich's School restructured its Board of Governors, following recommendations from ESFA. Previously, all Trustees had been Members of the academy trust and the restructure created a two tier system separating Members and Trustees with revised articles of association. This has proved beneficial to the overall Governance of the School throughout 2024/25.

Members' liability

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

Trustees' indemnities

There are no qualifying third party indemnity provisions in place.

Method of recruitment and appointment or election of Trustees

The members may appoint up to nine Trustees with no fewer than three, with the term of office being four years. Employees of the Academy Trust, including the Headteacher, can no longer be Trustees.

Parent Trustees are elected by parents of registered pupils at the academy and should be a parent of a pupil at the academy when elected. If this is not reasonably practical to do so, then they should be a person who is the parent of a child of compulsory school age. The Trustees may appoint up to three co-opted Trustees.

Regard is given to the skills mix of the Trustees to ensure that the Board of Trustees has all the necessary skills required to contribute fully to the academy's development.

The Trustees that served during this year are detailed within the reference and administration details of the academy.

No Trustee received any remuneration in respect of their duties as Trustee from the academy during the year.

Policies and procedures adopted for the induction and training of Trustees

Training opportunities are available on an on-going basis and in addition, training and induction is provided for new Trustees depending upon their existing experience. This includes extensive safeguarding training.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Organisational structure

The Trustees are responsible for setting general policy, adopting an annual school improvement plan and budget, monitoring the academy and making senior staff appointments. The Members also monitor the performance of the senior management team.

The Board of Trustees meets five times each year to receive reports from its committees and manage its strategic objectives.

During the Academic Year 2024-25, The Board had four main committees:

- The Finance, Audit, Risk Management and Health and Safety Committee, which met three times to consider the annual budget and the management accounts;
- The Curriculum and Evaluation Committee, which met twice to consider curricular issues, to review policies and to monitor and evaluate Leadership, Learning and Teaching and Governance;
- The Personnel Committee, which met three times to review senior management targets and pay issues. The Personnel Committee also acts as the Pay Review Committee to determine staff salaries, including performance related pay;
- The Commercial Operations and Premises Committee, which met once to review the commercial operations of the Academy and consider issues associated with the site and buildings of the school.

The Board had a further committee - The Admissions Committee, that met once and was concerned with all aspects of pupil admissions.

The day-to-day management of the academy is delegated to the Headteacher and senior management team.

During the academic year 2024-25 the senior management team consisted of the Headteacher, two Deputy Headteachers, four Assistant Headteachers, one Associate Assistant Headteacher and the Director of Finance & Operations. The Headteacher is also the Accounting Officer.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Arrangements for setting pay and remuneration of key management personnel

Determination of starting salaries

The Board of Trustees will use the three stage process when setting pay, in line with the STPCD and the DfE Departmental Advice:

Stage One is defining the role and determining the headteacher group,

Stage Two is setting the indicative pay range, and

Stage Three is deciding the starting salary and individual pay range.

In exceptional cases, the Board of Trustees may decide that the maximum of the pay range may be above the maximum of the headteacher group, up to an additional 25%. If the pay committee decides that the pay range would need to be more than the additional 25%, then it will need to make a business case and seek external independent advice to ascertain whether it is justifiable to exceed the limit in a particular case. The maximum of the Headteacher, Deputy Headteachers and Assistant Headteachers' pay range must not exceed the maximum of the headteacher group for the school and should only overlap it in exceptional circumstances.

Performance

criteria

At the commencement of each school year, the Trustees' personnel committee will agree performance criteria for the Headteacher, Deputy Headteachers and Assistant Headteachers for the ensuing year. This will involve ratifying the objectives and targets set by the Headteacher for the Deputy Headteachers and Assistant Headteachers and setting objectives and targets for the Headteacher against which performance will be measured.

Annual

review

The annual review of the salaries of the Headteacher, Deputy Headteachers and Assistant Headteachers will take place during the autumn term and be effective from the previous 1 September. The review will have regard in particular (but not exclusively) to the criteria set out in the School Teachers' Pay and Conditions document. The Trustees' decisions and the reasons for the decisions will be notified individually to the Headteacher, Deputy Headteachers and Assistant Headteachers.

Trade union facility time

Relevant union officials

Number of employees who were relevant union officials during the relevant period

2

Full-time equivalent employee number

2.00

Percentage of time spent on facility time

Percentage of time

Number of employees

0%

2

1%-50%

-

51%-99%

-

100%

-

Percentage of pay bill spent on facility time

Total cost of facility time

-

Total pay bill

-

Percentage of the total pay bill spent on facility time

-

Paid trade union activities

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

-

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Related parties and other connected charities and organisations

During the academic year 2024-25, Sir Thomas Rich's continued to work in partnership with the Gloucestershire Initial Teacher Education Partnership GITEP and the Gloucestershire Association of Secondary Headteachers GASH Ltd (due to be renamed to Gloucestershire Association of Secondary School Leaders - GASSL Ltd) and Adfecto (Teach Glos) the professional development arm of GASH Ltd to run various professional development opportunities for teachers in schools in Gloucestershire and beyond. The school has also continued to support the work of the Odyssey and Balcarras teaching school alliances and work with local primary schools in the teaching of science and primary outreach work. The School also works in close partnership with the G7 (the seven Gloucestershire Grammar Schools) to co-ordinate arrangements for the 11+ Test and share best practice, as well as the G15 (15 Gloucester Secondary Schools) to share common expertise, concerns and experiences between schools.

Objectives and activities

Objects and aims

Sir Thomas Rich's aims to develop students with self-discipline and resilience, a love of learning, enquiring and creative minds and an appreciation of our heritage. The school aims to realise this through:

- Expecting high standards

The curriculum is designed to be academically challenging and stimulating for our able cohorts of pupils. We encourage and expect pupils to work to the best of their abilities and to achieve the highest possible results.

- Promoting respect

Students at Sir Thomas Rich's are held to the highest standards of behaviour; emotional intelligence, kindness and consideration are intrinsic to being a true Richian. We aim for every pupil to be proud to wear the School Crest and to be part of a vibrant and diverse school community.

- Encouraging participation in activities

We exhort all pupils to fully engage in School life and make the most of the extracurricular opportunities available to them. Students take part in team and individual sports, the expressive arts, The Duke of Edinburgh's Award and a wide range of clubs and societies, all of which contribute to physical and mental well-being.

- Offering support

Our effective pastoral system is firmly embedded in the School's culture and is designed to help each and every pupil feel known and cared for. Form Tutors, Heads of Year and senior pastoral staff work together to provide bespoke, consistent support and guidance throughout each student's time at Sir Thomas Rich's.

These overarching objectives therefore require the academy:

- to maintain effectiveness by keeping the curriculum and organisational structure under continual review;
- to provide value for money for the funds expended;
- to comply with all appropriate statutory and curriculum requirements; and
- to conduct our business in accordance with the highest standards of integrity, probity and openness.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Objectives, strategies and activities

The academy has clear targets and strategies, which are included in the Annual School Improvement Plan. The plan outlines how we intend to achieve the objectives over the coming year:

Learning and Teaching - we shall:

- Increase staff, student and parent awareness of whole school curriculum and department plans
- Improve the frequency and consistency of methods used to check pupils' understanding
- Develop a 'low stakes' culture of regular lesson visits and reflective lesson practises

Student Support, Personal Development, Student Behaviour and Student Progress - we shall:

- Clarify use of 'academic direction' to support low attaining pupils
- Improve provision for students with SEND
- Further improve the analysis of the monitoring of school processes and practices
- Further enhance zero tolerance culture of negative pupil interactions and promote active bystander behaviour

Staff CPD, Staff Workload and Wellbeing, Community Relations - we shall:

- Provide further opportunities for staff development
- Provide further opportunities to promote staff wellbeing
- Continue to widen access to Sir Thomas Rich's

Finance and Facilities - we shall:

- Devise a Capital campaign/fundraising strategy for the construction of a new building
- Explore implementation of a digital strategy

To quantify that element which is measurable, our aims for examination success in summer 2026 are:

GCSE

- 100% of students to gain 5 or more GCSEs at grade 4 or above, including English and Maths
- 80% of examination results to be graded 7, 8 and 9
- 55 % of examination results to be graded 8 and 9
- No grades below a 4

A-Level

- 25% of grades to be A*
- 55% of grades to be A and A*
- 85% of grades to be B or above

Equal opportunities

The Trustees recognise that equal opportunities should be an integral part of good practice within the workplace. The academy aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

Public benefit

The Trustees confirm that they have complied with their duty in Section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission for England & Wales. The Trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the trust's objectives and aims and in planning future activities for the year. The academy continues to be at the heart of its community, promoting community cohesion and sharing facilities with other schools and the wider community.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Strategic report

Achievements and performance

Key performance indicators

The School produces various financial KPIs and compares its data with similar schools. The School makes every effort to keep within the parameters set out by the ESFA and the data is submitted to the ESFA via the School Resource Management self- assessment tool. In particular, Trustees monitor the following KPIs closely and the results of 2024-25 were as follows:

Total staff costs to ESFA Revenue Income – 82%

Total staff costs to total income – 75%

Pupil Teacher ratio as per lagged pupil numbers – 18

2025 Results

These results can be fairly compared with 2023, 2024, and pre-pandemic results. The Government will provide progress figures for both A Level (L3VA), but they will not provide Progress 8 measures at GCSE for this cohort as pupils did not sit Key Stage 2 SATs due to Covid.

A Level

At A Level, results were pleasing ; if measured on A*-B grades (a popular measure in the press), these results would be classed as our best ever (excluding Covid years) at 83%. On other measures (e.g. %A* - 13.4% and %A*-A - 48%) measures are slightly down on 2023 and 2024 levels. In total 13% of the grades awarded were A* and the average grade awarded was a B. In addition, 74% of pupils achieved at least one grade A or A*, with 64 students obtaining 3 ALevels at these grades. Early indications are that the value added for this cohort is strong, but official figures will be released later in the academic year.

GCSE

At GCSE, this cohort has again surpassed the best results the School has achieved on many measures, this represents the third consecutive year for which this is the case. Well over half of grades (57%) were graded 8 or 9 with 78% at grade 7 or above and 98% at least grade 5. Of the 155 pupils in this year group, 101 individuals each gained at least eight GCSE's at grade 7-9

Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the academy trust has adequate resources to continue in operational existence for the foreseeable future. For this reason, the Trustees continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Financial review

The overall revenue surplus for the year is £347,320 after funding capital expenditure of £49,526 resulting in the academy maintaining a good level of funds with unrestricted reserves at £1,550,144, restricted reserves of £693,575 and a pension deficit of £Nil. At the end of this accounting period the academy carried forward funds of £2,243,719 (2024: £1,896,399), excluding the restricted fixed asset funds and pension reserve.

Income

Most of the academy's income is obtained from the DfE/ESFA in the form of recurrent grants, the use of which is restricted for specific purposes. The grants received from the DfE/ESFA during the period ended 31 August 2025 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The academy also receives grants for fixed assets from the DfE/ESFA. These are also shown as restricted income in the fixed asset fund. The academy received a total of £54,745 from the DfE/ESFA for capital projects during the current period, of which £26,658 was part of an Energy Efficiency grant and the remaining £28,087 was Devolved Formula Capital.

The restricted fixed assets fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

In addition, the academy generates income through the hire of facilities and services, which is included within unrestricted funds.

Expenditure

The running costs of the academy have been as expected for the age of the buildings.

Recent capital work has included various small projects around the school with general maintenance of the building and its facilities. Works include several energy efficiency projects.

The academy's support staff are entitled to membership of the Local Government Pension Scheme. The academy's share of the deficit has been assessed at £Nil.

Future funding is likely to be affected by increased cost pressures associated with human resource and rising energy costs, but we aim to maintain a balanced budget.

The academy will continue to monitor and update its three year financial plan accordingly.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Reserves policy

The academy aims to use its grant funding (restricted funds) along with its various fundraising and business generated income (unrestricted funds) to the full benefit of its students. The Trustees consider it prudent to maintain an appropriate level of financial reserves, essential in protecting the academy from financial risk, particularly with future unfunded increases in salaries and pensions.

The academy's 'free' reserves are the funds remaining excluding any specific restricted funds. Reserves are therefore the resources the academy has or can make available to spend for the academy's purposes once it has met its commitments and covered other planned expenditure. The academy's policy states that the appropriate level of free reserves should be equivalent to 2 months expenditure, currently estimated to be between £1,000,000 - £1,200,000.

The current level of free reserves of £1,550,144 exceeds this figure, however is considered by the Trustees to be prudent to ensure stability of the academy's operations. This enables the academy to adjust to the turbulence of funding arrangements and ever increasing spending needs to ensure high quality education provision. The unrestricted reserves are higher than was anticipated due to an unexpected generous donation received in 2020 of £142,000. Plans are currently being considered by the Trustees for both short and long term development plans and potential capital projects which will enhance our curriculum provision.

Financial position

At 31 August 2025 the restricted fixed asset fund was £18,447,274 (2024: £18,927,754) and this can only be realised by disposal of tangible fixed assets.

Total revenue funds carried forward at 31 August 2025 were £2,243,719 (2024: £1,896,399), including restricted funds of £693,575 (2024: £454,675) which are unavailable for general purposes of the academy trust.

Investment policy

Any surplus income is held within the School's designated bank accounts with Lloyds Bank plc and accrues interest at the designated rate. The School does not invest funds elsewhere or enter into any schemes such as equity bonds. It does not have sufficient reserves to enter into any long term secured investments.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the academy is exposed and these are detailed in the Risk Register. They have implemented systems in order to minimise operational and financial risk. Where significant risks remain, they have ensured they have adequate insurance cover.

The academy is aware of current budgetary issues and continually reviews its costs to ensure a near balanced budget.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Fundraising

The academy endeavours to raise money from all available sources in order to augment its funding from central government. This fundraising is both for capital projects and for revenue commitments. The academy is committed to act with fairness, integrity, and in accordance with all applicable laws, adhere to the provisions of applicable professional codes of ethics, standards of practice, etc. cease solicitation of a prospective donor who identifies solicitation as harassment or undue pressure; disclose immediately to the Trustees any actual or apparent conflict of interest; and not accept donations for purposes that are inconsistent with the academy's objectives. At all times the academy will endeavour to protect the public, vulnerable people and those with protected characteristics from intrusive approaches. The approach to prospective donors is not unreasonably persistent, and donors and prospective donors are entitled to receive the most recent financial statements and confirmation of the charitable status of the academy.

The academy will endeavour to fundraise from the existing parental body via talks and through occasional email updates, from trust funds and charities with respect to specific projects, from alumni and friends of the school and through limited commercial sponsorship opportunities.

The academy will not disclose (except as may be required by statute or law) or make use of information given or obtained in confidence from the donating public or any other source without express prior consent.

The requirements and expectations of donors are respected, especially those relating to any expressed wish to remain anonymous. Money donated for a specific purpose must be used for that purpose. If this is not possible it must be returned within a reasonable timescale unless agreement can be reached on a change of use.

The Finance, Audit, Risk Management and Health & Safety Committee has responsibility for monitoring the fundraising of the academy and receives regular reports from the headteacher and finance director.

Complaints regarding fundraising would be considered in line with the academy's complaints policy. There have been no complaints regarding fundraising during the academic year 2024 - 2025.

Plans for future periods

We aim to:

- Embed the importance of coaching in the school so that a growth mindset is a pervasive attitude that empowers pupils to achieve;
- Continue to enhance our provision for pupils with specific mental health concerns;
- Refine the procedures, rewards and sanctions which we use with pupils and embed intervention strategies to support under-attaining pupils;
- Further relationships with our alumni and other stakeholders encouraging them to maintain their interest in the school and to participate in activities and events;
- Maintain and enhance our reputation for excellence in Sports;
- Increase opportunities in Expressive Arts;
- Widen our reach through greater liaison with communities at home and abroad;
- Further promote the 'Development Fund' and 'regular giving';
- Apply for funding from trusts and charitable grants;
- Work intensively on the medium and long term financial plan to ensure that the school operates as efficiently as possible;
- Maintain a broad and balanced curriculum.

Estates Management/Health and Safety

We continue to maintain and improve our facilities and we strive to look after our buildings as best we can. A redecorating programme sees contractors in most holiday periods refreshing parts of the school. This year has seen the installation of 18 EV charging points to support the School's sustainability ambitions and help the staff and wider community to switch to EVs.

We appoint consultants on an annual basis to undertake a rigorous Health and Safety audit as well as our own regular internal inspections. This includes all aspects of Health and Safety throughout all departments as well as the site itself, including an extensive asbestos management plan. Recent government guidance surrounding the concerns regarding Reinforced Autoclaved Aerated Concrete (RAAC) prompted us to have a survey carried out, which thankfully shows none present.

SIR THOMAS RICH'S SCHOOL

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Auditor

In so far as the Trustees are aware:

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

The Trustees' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 17 December 2025 and signed on its behalf by:



.....
T R Grogan

Chair

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2025

Scope of responsibility

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

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

The Board of Trustees has delegated the day-to-day responsibility to the headteacher, 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 Sir Thomas Rich's School and the Secretary of State for Education. The accounting officer is also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met five times during the year, supplemented by sub-committee meetings as well as link Trustee sessions with various SLT and Departments Heads.

Section 2.3 of the Academy Trust Handbook 2024 sets out that The Board and its committees must meet regularly enough to discharge their responsibilities and ensure robust governance and effective management arrangements. It states that The Board should meet no less than three times a year. The Board met five times this year and so are confident that these have been sufficient to deliver effective Governance.

The full Board meetings throughout the year have:

- Monitored effective and compliant financial arrangements;
- Ensuring accounting procedures have a sound system of internal controls ;
- Monitored the development of short and long term financial planning, ensuring the school remains solvent at all times, by overseeing the financial strategy;
- Engaged in regular link visits, supporting departments and SLT;
- Received regular detailed data updates in order to effectively monitor progress, crucial for overall Governance;
- Regularly reviewed and monitored the School Improvement Plan;
- Regularly reviewed and assessed Governance performance within the Board. Although the Board is relatively small, Trustees individual skillsets are varied and their experience and expertise are used effectively and are highly valued;
- Supported the School, pupils and staff with extra-curricular activities throughout the year.

Trustees	Meetings attended	Out of possible
T R Grogan (Chair)	5	5
T Connole (Vice Chair)	5	5
Y Badat (Parent Trustee)	4	5
J Carrington	4	5
T Davies (Appointed 19 March 2025)	2	2
J May (Resigned 31 August 2025)	4	5
R A Ogle (Resigned 31 August 2025)	4	5
S Rodway	4	5
J Townsend (Parent Trustee)	4	5
C J M Clawson (Parent Trustee) (Appointed 5 May 2025)	1	1

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Conflicts of interest

In accordance with statutory requirements as set out in the Academy Trust Handbook and the Charity Commission law, The Trustees and the Clerk regularly review any potential conflicts of interest. This ensures that any personal or business interests, either direct or indirect, do not influence any decisions made within the Trust. The Clerk requests personal and business disclosures regularly from all Board members and reports back to the Board as necessary.

Governance reviews

The School enacts a continuous programme of governance review and improvement through the work of the Evaluation Committee, focusing on the following aspects:

- Effective induction of new Trustees through a mentored induction programme, a Trustees' Induction Pack and an Introduction to Governance document, with the objective of promoting awareness of Trustees' duties and statutory responsibilities;
- Active promotion of a programme of Trustee training and development, with a focus on ensuring that Trustees acquire and maintain the necessary skill sets to monitor school performance and hold School management to account;
- Regular reviews of the skills balance of the trustee body and the terms of reference of its committees;
- Monitoring implementation and achievement of the School Improvement Plan;
- Regularly reviewing the performance of the Trustee body against the Governance Improvement Plan.

Finance, audit, risk management and health & safety committee

The Finance, audit, risk management and health & safety committee is a sub-committee of the main Board of Trustees. Its purpose is to:

- monitor that the school's finances are being run in accordance with the agreed Finance Policy statement;
- prepare and review Financial Policy statements;
- prepare and recommend an annual budget statement for approval by the Board of Trustees;
- monitor expenditure and income against the budget;
- receive and consider the audit of the school public and non-public funds.

Attendance at meetings in the year was as follows:

Trustees	Meetings attended	Out of possible
T R Grogan (Chair)	3	3
J Carrington	3	3
R A Ogle (Resigned 31 August 2025)	3	3
S Rodway	2	3

Review of value for money

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

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

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

Targeted Improvement: Continuing to utilise staffing creatively by ensuring the staffing structure is deployed to drive school improvement and support financial planning. For example, the academy trust has followed a careful approach to teacher recruitment when replacing those colleagues leaving the School by first re-directing spare capacity within the teaching staff.

Focus on Individual Pupils: Lunchtime and after school revision sessions targeted at students who need most support. Pupil premium funding is spent mostly on one-to-one tuition in line with national research as being the most effective way to 'close the gap'.

Collaboration: The Trust has continued its partnership with the six other grammar schools in Gloucestershire to make the best use of expertise across the group. Furthermore, further collaboration with other secondary schools through GASSL (Gloucestershire Association of Secondary School Leaders) and G15 has established economies of scale in the ordering of resources and commissioning of some services, such as the Navigation Hub (mental health support).

New Initiatives: Continued increased use of Lettings: The school has worked hard to develop long-term letting arrangements with music groups, community groups and recover its income generation to almost pre-pandemic levels through letting of the swimming pool, sports hall, gymnasium and classrooms at weekends and evenings. **Focus on Sustainability:** The School has installed 18 electric car charging points for staff and commercial let use, and has begun to explore the possibility of solar panel installation.

Quantifying Improvements: The standard of students' results at GCSE and A Level continues to improve and ranks as outstanding. Attendance is well above national averages. Pupils' behaviour is often commented upon by others, both inside and outside the School, as being outstanding in lessons, during school events and on trips and visits.

Financial Governance and Oversight: The Trust performance continues on a very secure footing since converting to an academy and this year has received a very positive and useful external audit report from the National Governance Association (NGA). The comprehensive report concluded that *"the trust board is fundamentally effective"* and that *"Trustees are deeply committed to the values of the School."*

The report included some minor recommendations, which Trustees have now implemented. Notably, it advised dissolving two committees:

- Commercial Operations Committee – Considered operational in nature; its responsibilities will now be managed by the Headteacher and senior staff, with relevant reporting routed through the Finance, Audit, Risk Management & Health and Safety Committee.
- Curriculum and Evaluation Committee – Its work will be absorbed into the full Board to ensure all Trustees' involvement.

The NGA will conduct a follow-up review in the 2025/2026 academic year.

Utilising funds to improve the School's buildings and resources has been an emphasis, whilst staying within budget and maintaining high educational standards. Extra income has been generated through placing appropriate funds into high interest accounts provided by our banking partner, and successful bids to trust funds (such as Gloucester United Charities). The Trustee Board approves the budget each year and is mindful of the need to balance expenditure against income to ensure the academy is a "going concern".

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

The Board receives and approves the Statutory Accounts and External Auditor's Management Report. Additionally, the Finance, Audit, Risk Management and Health & Safety Committee meet three times a year to ensure probity and regularity as well as value for money. The Finance Director, the Headteacher and the Chair of the Trustees' Finance, Audit, Risk Management and Health & Safety Committee monitor budget reports on a very regular basis. Remedial action is undertaken to address significant variances that may have an impact on budget outturn. The Finance, Audit, Risk Management and Health & Safety Committee approves variances. The Senior Management Team reviews expenditure within each budget heading 6 times a year and makes adjustments based on an evaluation of the effectiveness of strategies implemented with reference to pupil outcomes, the School Improvement plan and School Development Plan.

The school strives to achieve value for money in all areas of procurement despite ever increasing costs. Services and contracts are regularly reviewed for fitness for purpose. A new copier contract for the forthcoming year will give us much improved cost effective devices.

Increasing costs have proved challenging in all areas, but energy supplies are proving to be exceptionally problematic. However, the school persists in finding the best deals and is pursuing energy saving strategies such as installing LED lighting and where possible, aims to reduce energy usage. The installation of solar panels is currently being explored.

The school continues to be a member of BASS and GSHA - this enables us to undertake more rigorous benchmarking against similar organisations in order to ensure we utilise our resources efficiently and provide value for money for the tax-payer.

The academy is completely committed to raising student attainment in every respect. Results continue to improve. Further details can be found on the academy's website: www.strschool.co.uk.

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 Sir Thomas Rich's School for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

Cyber Security

With the ever increasing risk of cyber attacks, the School has invested heavily this year in improving its cyber security protocols in order to fortify our defences against potential threats. Improved security measures, cyber security audits and cyber insurance cover has minimised potential risk.

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

The risk and control framework

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

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

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Mrs J Carrington, a Trustee, to carry out a programme of internal checks.

The reviewer's role includes giving advice on financial matters and performing a range of checks on the academy trust's financial systems. In particular, the checks carried out in the current period included reviews of:

- risk management procedures
- management information and accounting
- corporate governance
- systems and procedures in place over procurement
- payroll procedures
- high value contracts

On a regular basis, the reviewer reports to the Board of Trustees through the Finance, audit, risk management and health & safety committee on the operation of the systems of control and on the discharge of the financial responsibilities of the Board of Trustees. On an annual basis, the reviewer 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 Board of Trustees consider the internal reviewer function to have been delivered in line with the schedule of works planned. There have been no material control issues arising from the internal reviewer reports thus far.

Review of effectiveness

As accounting officer, the headteacher 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 reviewer;
- the work of the external auditor;
- the financial management and governance self-assessment process or the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework.

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

SIR THOMAS RICH'S SCHOOL

GOVERNANCE STATEMENT (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

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 Board of Trustees on 17 December 2025 and signed on its behalf by:



T R Grogan
Chair



M Lynch
Headteacher and Accounting Officer

SIR THOMAS RICH'S SCHOOL

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE *FOR THE YEAR ENDED 31 AUGUST 2025*

As accounting officer of Sir Thomas Rich's School, I confirm that I have had due regard to the framework of authorities governing regularity, propriety and compliance, including the trust's funding agreement with the Department for Education (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 Board of Trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the framework of authorities.

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



M Lynch
Accounting Officer

Date: 17 December 2025
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SIR THOMAS RICH'S SCHOOL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2025

The trustees (who are also the directors of Sir Thomas Rich's School for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with the Academies Accounts Direction 2024 to 2025 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 17 December 2025 and signed on its behalf by:



T R Grogan
Chair

SIR THOMAS RICH'S SCHOOL

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR THOMAS RICH'S SCHOOL

FOR THE YEAR ENDED 31 AUGUST 2025

Opinion

We have audited the financial statements of Sir Thomas Rich's School for the year ended 31 August 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 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 charitable company'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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

SIR THOMAS RICH'S SCHOOL

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR THOMAS RICH'S SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report, including the incorporated strategic report.

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

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Trustees are responsible for assessing the academy trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

SIR THOMAS RICH'S SCHOOL

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR THOMAS RICH'S SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of senior leadership, Trustees and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations including compliance with the Academies Accounts Direction 2024 to 2025 issued by the Education and Skills Funding Agency;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

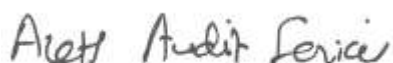
SIR THOMAS RICH'S SCHOOL

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SIR THOMAS RICH'S SCHOOL (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Use of our report

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



Katherine Parkin (Senior Statutory Auditor)

For and on behalf of Azets Audit Services, Statutory Auditor
Chartered Accountants

Epsilon House
The Square
Gloucester Business Park
Gloucester
GL3 4AD
United Kingdom

Date: 19 December 2025
Date:

SIR THOMAS RICH'S SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO SIR THOMAS RICH'S SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION

FOR THE YEAR ENDED 31 AUGUST 2025

In accordance with the terms of our engagement letter dated 13 November 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, 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 Sir Thomas Rich's School during the period 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

This report is made solely to Sir Thomas Rich's School 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 Sir Thomas Rich's School 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 Sir Thomas Rich's School and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of the accounting officer of Sir Thomas Rich's School and the reporting accountant

The accounting officer is responsible, under the requirements of Sir Thomas Rich's School's funding agreement with the Secretary of State for Education and the Academy Trust Handbook, 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. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 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.

Approach

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

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

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

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

Our work included identification and assessment of the design and operational effectiveness of the controls, policies and procedures that have been implemented to ensure compliance with the framework of authorities including high level financial control areas and areas assessed of presenting a higher risk of impropriety. We undertook detailed testing, based on our assessment of risk of material irregularity, where such controls, policies and procedures apply to classes of transactions. This work was integrated with our audit on the financial statements to the extent evidence from the conduct of that audit supports the regularity conclusion as well as additional testing based on our assessment of risk of material irregularity.

SIR THOMAS RICH'S SCHOOL

INDEPENDENT REPORTING ACCOUNTANT'S REPORT ON REGULARITY TO SIR THOMAS RICH'S SCHOOL AND THE SECRETARY OF STATE FOR EDUCATION (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

Conclusion

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

Azets Audit Services

Reporting Accountant

Azets Audit Services

Date: 19 December 2025
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SIR THOMAS RICH'S SCHOOL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	Unrestricted funds £	Restricted funds: General £	Fixed asset £	Total 2025 £	Total 2024 £
Income and endowments from:						
Donations and capital grants	3	51,720	851	185,320	237,891	120,653
Charitable activities:						
- Funding for educational operations	4	2,550	9,063,595	-	9,066,145	8,469,393
Other trading activities	5	135,755	-	-	135,755	129,362
Investments	6	36,572	-	-	36,572	100
Total		226,597	9,064,446	185,320	9,476,363	8,719,508
Expenditure on:						
Raising funds	7	108,475	-	-	108,475	101,813
Charitable activities:						
- Educational operations	8	-	8,671,722	715,326	9,387,048	9,285,190
Total	7	108,475	8,671,722	715,326	9,495,523	9,387,003
Net income/(expenditure)		118,122	392,724	(530,006)	(19,160)	(667,495)
Transfers between funds	18	(9,702)	(39,824)	49,526	-	-
Other recognised gains/(losses)						
Impact of restriction on scheme assets	26	-	(114,000)	-	(114,000)	160,000
Net movement in funds		108,420	238,900	(480,480)	(133,160)	(507,495)
Reconciliation of funds						
Total funds brought forward		1,441,724	454,675	18,927,754	20,824,153	21,331,648
Total funds carried forward		1,550,144	693,575	18,447,274	20,690,993	20,824,153

SIR THOMAS RICH'S SCHOOL

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

FOR THE YEAR ENDED 31 AUGUST 2025

Comparative year information Year ended 31 August 2024		Unrestricted funds	Restricted funds:		Total 2024
	Notes	£	General £	Fixed asset £	£
Income and endowments from:					
Donations and capital grants	3	46,943	8,906	64,804	120,653
Charitable activities:					
- Funding for educational operations	4	12,965	8,456,428	-	8,469,393
Other trading activities	5	129,362	-	-	129,362
Investments	6	100	-	-	100
Total		189,370	8,465,334	64,804	8,719,508
Expenditure on:					
Raising funds	7	101,813	-	-	101,813
Charitable activities:					
- Educational operations	8	-	8,572,388	712,802	9,285,190
Total	7	101,813	8,572,388	712,802	9,387,003
Net income/(expenditure)		87,557	(107,054)	(647,998)	(667,495)
Transfers between funds	18	(8,902)	(76,600)	85,502	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit pension schemes	26	-	160,000	-	160,000
Net movement in funds		78,655	(23,654)	(562,496)	(507,495)
Reconciliation of funds					
Total funds brought forward		1,363,069	478,329	19,490,250	21,331,648
Total funds carried forward		1,441,724	454,675	18,927,754	20,824,153

SIR THOMAS RICH'S SCHOOL

BALANCE SHEET

AS AT 31 AUGUST 2025

	Notes	2025 £	2024 £
Fixed assets			
Tangible assets	12	18,463,165	18,975,185
Current assets			
Debtors	13	386,027	363,620
Investments	14	1,486,515	-
Cash at bank and in hand		963,475	2,029,536
		2,836,017	2,393,156
Current liabilities			
Creditors: amounts falling due within one year	15	(608,189)	(526,477)
Net current assets		2,227,828	1,866,679
Total assets less current liabilities		20,690,993	20,841,864
Creditors: amounts falling due after more than one year	16	-	(17,711)
Net assets excluding pension asset		20,690,993	20,824,153
Defined benefit pension scheme asset	26	-	-
Total net assets		20,690,993	20,824,153
Funds of the academy trust:			
Restricted funds	18		
- Fixed asset funds		18,447,274	18,927,754
- Restricted income funds		693,575	454,675
Total restricted funds		19,140,849	19,382,429
Unrestricted income funds	18	1,550,144	1,441,724
Total funds		20,690,993	20,824,153

The financial statements on pages 27 to 51 were approved by the Trustees and authorised for issue on 17 December 2025 and are signed on their behalf by:



T R Grogan
Chair

Company registration number 07331954 (England and Wales)

SIR THOMAS RICH'S SCHOOL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Net cash provided by/(used in) operating activities	22		493,067		(309,687)
Cash flows from investing activities					
Dividends, interest and rents from investments		36,572		100	
Capital grants from DfE Group		54,745		27,155	
Capital funding received from sponsors and others		94,724		58,500	
Purchase of tangible fixed assets		(227,005)		(97,284)	
Transfer to current asset investments		(1,486,515)		-	
Net cash used in investing activities			(1,527,479)		(11,529)
Cash flows from financing activities					
Repayment of SSEF loan		(30,976)		(30,421)	
Finance costs		(673)		(1,228)	
Net cash used in financing activities			(31,649)		(31,649)
Net decrease in cash and cash equivalents in the reporting period			(1,066,061)		(352,865)
Cash and cash equivalents at beginning of the year			2,029,536		2,382,402
Cash and cash equivalents at end of the year			963,475		2,029,536

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

Sir Thomas Rich's School is a charitable company. The address of its principal place of business is given on page 1 and the nature of its operations are set out in the Trustees' report.

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

1.1 Basis of preparation

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

1.2 Going concern

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

1.3 Income

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

Grants

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

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

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

Sponsorship income

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

Donations

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Other income

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

Donated goods, facilities and services

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

Donated fixed assets

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

1.4 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

1.5 Tangible fixed assets and depreciation

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 that require the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the statement of financial activities and carried forward in the balance sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the statement of financial activities.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

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

Leasehold land and buildings	2%
Leasehold improvements	5-15%
Computer equipment	15-33%
Fixtures & fittings	15-20%
Motor vehicles	25%

On conversion the Trustees agreed to base their valuation of land and buildings on insurance valuation. This was chosen in favour of having a formal valuation done as the cost of a formal valuation was considered to be onerous compared with the additional benefit derived by the users of the accounts.

Due to the academy buildings being deemed specialist in nature and therefore not traded in an open market, insurance valuation was deemed to be a reasonable estimate of depreciated replacement cost of recognition purposes.

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

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

1.6 Liabilities

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

1.7 Provisions

Provisions are recognised when the academy 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.

1.8 Leased assets

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

1.9 Investments

Current asset investments are short term deposits comprising fixed-term or notice cash deposits with maturity dates of three months or more.

1.10 Financial instruments

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.11 Taxation

The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.12 Pensions benefits

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

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

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

1.13 Fund accounting

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

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

1 Accounting policies

(Continued)

Restricted general funds comprise all other restricted funds received with restrictions imposed by the funder/donor and include grants from the Education and Skills Funding Agency, Department for Education, private sponsors and school fund account.

1.14 Long leasehold buildings

The academy has a 125 year lease for the property it operates from. The terms and conditions attached to the lease have been considered by the Trustees and they have concluded that the risk and rewards of ownership have substantially transferred to the Academy and therefore a long leasehold buildings asset has been recognised within fixed assets and depreciated in line with the accounting policy.

1.15 Agency arrangements

The academy trust acts as an agent in distributing certain monies to students, for example 16-19 Bursary funding from ESFA in so far as these are not discretionary in nature.

1.16 Employee benefits

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

The present value of the defined benefit obligation is less than the fair value of plan assets as at 31 August 2025 and therefore the defined benefit plan is in a surplus position. An entity can only recognise a plan surplus to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. The plan surplus has therefore been restricted as seen in the Pension and similar obligations note.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

3 Donations and capital grants

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Capital grants	-	54,745	54,745	27,155
Other donations	51,720	131,426	183,146	93,498
	<u>51,720</u>	<u>186,171</u>	<u>237,891</u>	<u>120,653</u>

4 Funding for the academy trust's charitable activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Educational operations				
DfE/ESFA grants				
General annual grant (GAG)	-	7,485,060	7,485,060	6,944,740
Other DfE/ESFA grants:				
- Pupil premium	-	57,613	57,613	69,636
- Schools budget grant	-	263,605	263,605	-
- Supplementary grant	-	-	-	152,487
- Teachers pension grants	-	258,185	258,185	152,755
- Teachers pay grants	-	77,662	77,662	77,369
- Others	-	54,965	54,965	35,525
	<u>-</u>	<u>8,197,090</u>	<u>8,197,090</u>	<u>7,432,512</u>
Other government grants				
Local authority grants	-	95,807	95,807	49,641
	<u>-</u>	<u>95,807</u>	<u>95,807</u>	<u>49,641</u>
Other incoming resources	<u>2,550</u>	<u>8,561</u>	<u>11,111</u>	<u>23,043</u>
Total funding for educational operations	<u>2,550</u>	<u>8,301,458</u>	<u>8,304,008</u>	<u>7,505,196</u>
School fund	<u>-</u>	<u>762,137</u>	<u>762,137</u>	<u>964,197</u>
Total funding	<u>2,550</u>	<u>9,063,595</u>	<u>9,066,145</u>	<u>8,469,393</u>

5 Other trading activities

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Hire of facilities and services	<u>135,755</u>	<u>-</u>	<u>135,755</u>	<u>129,362</u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

6 Investment income

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Short term deposits	36,572	-	36,572	100

7 Expenditure

	Staff costs £	Non-pay expenditure Premises £	Other £	Total 2025 £	Total 2024 £
Expenditure on raising funds					
- Direct costs	68,271	-	-	68,271	67,318
- Allocated support costs	-	36,737	3,467	40,204	34,495
Academy's educational operations					
- Direct costs	5,784,571	-	1,490,875	7,275,446	7,036,998
- Allocated support costs	786,983	1,046,325	278,294	2,111,602	2,248,192
	6,639,825	1,083,062	1,772,636	9,495,523	9,387,003

Net income/(expenditure) for the year includes:

	2025 £	2024 £
Operating lease rentals	12,466	13,547
Depreciation of tangible fixed assets	715,326	712,802
Fees payable to auditor for:		
- Audit	14,950	13,535
- Other services	3,604	3,080
- Assurance services other than audit	3,245	3,135
Bank and loan interest	673	1,228
Net interest on defined benefit pension liability	(7,000)	10,000

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

8 Charitable activities

	2025	2024
	£	£
All from restricted funds:		
Direct costs		
Educational operations	7,275,446	7,036,998
Support costs		
Educational operations	2,111,602	2,248,192
	<u>9,387,048</u>	<u>9,285,190</u>
	2025	2024
	£	£
Analysis of support costs		
Support staff costs	757,536	779,993
Depreciation	715,326	712,802
Technology costs	5,654	7,516
Premises costs	330,999	439,926
Legal costs	6,872	11,957
Other support costs	242,829	244,998
Governance costs	52,386	51,000
	<u>2,111,602</u>	<u>2,248,192</u>

9 Staff

Staff costs and employee benefits

Staff costs during the year were:

	2025	2024
	£	£
Wages and salaries	4,872,378	4,629,425
Social security costs	533,647	475,372
Pension costs	1,233,800	1,086,904
Staff costs - employees	<u>6,639,825</u>	<u>6,191,701</u>
Staff restructuring costs	-	18,200
Total staff expenditure	<u>6,639,825</u>	<u>6,209,901</u>

Staff restructuring costs comprise:

Severance payments	-	18,200
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Severance payments

	2025	2024
£0 - £25,000	-	2

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

9 Staff

(Continued)

Special staff severance payments

Special staff severance payments are amounts paid to employees outside of statutory and contractual requirements. Included in staff restructuring costs are special severance payments totalling £Nil (2024: £17,953).

Staff numbers

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

	2025 Number	2024 Number
Teachers	68	66
Administration and support	78	92
Management	9	9
	<u>155</u>	<u>167</u>

Higher paid staff

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

	2025 Number	2024 Number
In the band £60,001 - £70,000	5	3
In the band £70,001 - £80,000	3	2
In the band £100,001 - £110,000	1	-
In the band £110,001 - £120,000	-	1
	<u></u>	<u></u>

Key management personnel

The key management personnel of the academy trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £723,496 (2024: £706,904).

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

10 Trustees' remuneration and expenses

None of the Trustees have been paid remuneration or have received other benefits from an employment with the academy (2024: £Nil).

During the year, no Trustees received any reimbursement of expenses (2024: £Nil).

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

11 Trustees' and officers' insurance

In accordance with normal commercial practice, the academy trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy trust 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 £296 (2024: £296). The cost of this insurance is included in the total insurance cost.

12 Tangible fixed assets

	Leasehold land and buildings	Leasehold improvements	Computer equipment	Fixtures & fittings	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 September 2024	22,852,525	3,223,396	758,801	592,462	54,700	27,481,884
Additions	-	-	85,392	58,559	59,355	203,306
At 31 August 2025	22,852,525	3,223,396	844,193	651,021	114,055	27,685,190
Depreciation						
At 1 September 2024	5,806,904	1,617,165	596,218	431,712	54,700	8,506,699
Charge for the year	457,051	158,412	39,866	55,051	4,946	715,326
At 31 August 2025	6,263,955	1,775,577	636,084	486,763	59,646	9,222,025
Net book value						
At 31 August 2025	16,588,570	1,447,819	208,109	164,258	54,409	18,463,165
At 31 August 2024	17,045,621	1,606,231	162,583	160,750	-	18,975,185

The academy leases land and buildings from Gloucestershire County Council.

13 Debtors

	2025 £	2024 £
Trade debtors	7,243	180
VAT recoverable	55,053	52,245
Other debtors	807	808
Prepayments and accrued income	322,924	310,387
	<u>386,027</u>	<u>363,620</u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

14 Current asset investments

	2025 £	2024 £
Short term cash deposits	1,486,515	-

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Government loans	17,711	30,976
Trade creditors	8,882	42,871
Other taxation and social security	126,765	106,426
Other creditors	154,336	137,688
Accruals and deferred income	300,495	208,516
	608,189	526,477

16 Creditors: amounts falling due after more than one year

	2025 £	2024 £
Government loans	-	17,711

	2025 £	2024 £
Analysis of loans		
Wholly repayable within five years	17,711	48,687
Less: included in current liabilities	(17,711)	(30,976)
Amounts included above	-	17,711

Loan maturity

Debt due in one year or less	17,711	30,976
Due in more than one year but not more than two years	-	17,711
	17,711	48,687

A loan of £150,000 from ESFA was provided in 2020 as part of the SSEF capital grant awarded in 2019. The loan attracts an interest rate of 1.81% p.a. and is repayable over 5 years from September 2020.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

17 Deferred income

	2025 £	2024 £
Deferred income is included within:		
Creditors due within one year	251,684	119,103
Deferred income at 1 September 2024	119,103	267,925
Released from previous years	(119,103)	(267,925)
Resources deferred in the year	251,684	119,103
Deferred income at 31 August 2025	251,684	119,103

At the balance sheet date the academy trust was holding funds received in advance in relation to school funds (2024: for school funds).

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

18 Funds

	Balance at 1 September 2024 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2025 £
Restricted general funds					
General Annual Grant (GAG)	-	7,485,060	(7,197,272)	(39,824)	247,964
Pupil premium	77,934	57,613	(57,613)	-	77,934
Schools budget grant	-	263,605	(263,605)	-	-
Teachers pay grants	-	77,662	(77,662)	-	-
Teachers pension grants	-	258,185	(258,185)	-	-
Other DfE/ESFA grants	19,214	54,965	(68,499)	-	5,680
Other government grants	4,884	95,807	(93,081)	-	7,610
School fund	280,469	752,578	(756,128)	-	276,919
Other restricted funds	72,174	18,971	(13,677)	-	77,468
Pension reserve	-	-	114,000	(114,000)	-
	<u>454,675</u>	<u>9,064,446</u>	<u>(8,671,722)</u>	<u>(153,824)</u>	<u>693,575</u>
Restricted fixed asset funds					
Predecessor school surplus	109,829	-	(3,023)	-	106,806
DfE group capital grants	4,875,771	54,745	(238,251)	-	4,692,265
Capital expenditure from GAG	485,775	-	(64,875)	8,848	429,748
Other grants and donations	471,486	130,575	(43,341)	-	558,720
Capital expenditure from unrestricted funds	69,708	-	(6,593)	9,702	72,817
Transfer on conversion	12,963,872	-	(359,243)	-	12,604,629
SSEF loan	(48,687)	-	-	30,976	(17,711)
	<u>18,927,754</u>	<u>185,320</u>	<u>(715,326)</u>	<u>49,526</u>	<u>18,447,274</u>
Total restricted funds	<u>19,382,429</u>	<u>9,249,766</u>	<u>(9,387,048)</u>	<u>(104,298)</u>	<u>19,140,849</u>
Unrestricted funds					
General funds	<u>1,441,724</u>	<u>226,597</u>	<u>(108,475)</u>	<u>(9,702)</u>	<u>1,550,144</u>
Total funds	<u>20,824,153</u>	<u>9,476,363</u>	<u>(9,495,523)</u>	<u>(114,000)</u>	<u>20,690,993</u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

18 Funds

(Continued)

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

The restricted general fund includes GAG and other grants receivable from the ESFA, Local Authority and other private sponsors towards the academy trust's educational activities. School funds held in respect of educational visits and events are also included in the restricted general fund.

The restricted fixed asset fund includes amounts receivable from the ESFA and other private sponsors in respect of tangible fixed assets held for academy trust use.

Transfers between the GAG fund, other restricted funds, unrestricted funds and the restricted fixed asset fund relate to asset purchases from these funds and the funding of shortfalls in GAG income as permitted by the terms and conditions of the relevant funds.

The pension reserve relates to the academy trust's share of the assets and liabilities of the Local Government Pension Scheme overseen by the Local Authority.

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

18 Funds

(Continued)

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Gains, losses and transfers £	Balance at 31 August 2024 £
Restricted general funds					
General Annual Grant (GAG)	51,934	6,944,740	(7,052,908)	56,234	-
Pupil premium	59,579	69,636	(51,281)	-	77,934
Supplementary/MSAG	-	150,773	(150,773)	-	-
Other DfE/ESFA grants	21,736	267,363	(269,885)	-	19,214
Other government grants	4,885	49,641	(49,642)	-	4,884
School fund	258,115	954,612	(932,258)	-	280,469
Other restricted funds	324,080	28,569	(147,641)	(132,834)	72,174
Pension reserve	(242,000)	-	82,000	160,000	-
	<u>478,329</u>	<u>8,465,334</u>	<u>(8,572,388)</u>	<u>83,400</u>	<u>454,675</u>
Restricted fixed asset funds					
Predecessor school surplus	112,852	-	(3,023)	-	109,829
DfE group capital grants	5,084,091	27,155	(235,475)	-	4,875,771
Capital expenditure from GAG	502,912	-	(63,316)	46,179	485,775
Other grants and donations	479,857	37,649	(46,020)	-	471,486
Capital expenditure from unrestricted funds	66,531	-	(5,725)	8,902	69,708
Transfer on conversion	13,323,115	-	(359,243)	-	12,963,872
SSEF loan	(79,107)	-	-	30,421	(48,687)
	<u>19,490,251</u>	<u>64,804</u>	<u>(712,802)</u>	<u>85,502</u>	<u>18,927,754</u>
Total restricted funds	<u>19,968,580</u>	<u>8,530,138</u>	<u>(9,285,190)</u>	<u>168,902</u>	<u>19,382,429</u>
Unrestricted funds					
General funds	<u>1,363,069</u>	<u>189,370</u>	<u>(101,813)</u>	<u>(8,902)</u>	<u>1,441,724</u>
Total funds	<u>21,331,649</u>	<u>8,719,508</u>	<u>(9,387,003)</u>	<u>160,000</u>	<u>20,824,153</u>

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

19 Analysis of net assets between funds

	Unrestricted Funds £	General £	Restricted funds: Fixed asset £	Total Funds £
Fund balances at 31 August 2025 are represented by:				
Tangible fixed assets	-	-	18,463,165	18,463,165
Current assets	1,550,144	1,284,053	1,820	2,836,017
Current liabilities	-	(590,478)	(17,711)	(608,189)
Total net assets	1,550,144	693,575	18,447,274	20,690,993
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	-	-	18,975,185	18,975,185
Current assets	1,441,724	921,739	29,693	2,393,156
Current liabilities	-	(467,064)	(59,413)	(526,477)
Non-current liabilities	-	-	(17,711)	(17,711)
Total net assets	1,441,724	454,675	18,927,754	20,824,153

20 Capital commitments

At 31 August 2025 the Academy had capital commitments totalling £Nil (2024: £Nil).

21 Long-term commitments

Operating leases

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

	2025 £	2024 £
Amounts due within one year	12,973	13,547
Amounts due in two and five years	4,324	16,216
	17,297	29,763

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

22 Reconciliation of net expenditure to net cash flow from operating activities

	Notes	2025 £	2024 £
Net expenditure for the reporting period (as per the statement of financial activities)		(19,160)	(667,495)
Adjusted for:			
Capital grants from DfE and other capital income		(185,320)	(64,804)
Investment income receivable	6	(36,572)	(100)
Finance costs payable		673	1,228
Defined benefit pension costs less contributions payable	26	(107,000)	(92,000)
Defined benefit pension scheme finance (income)/cost	26	(7,000)	10,000
Depreciation of tangible fixed assets		715,326	712,802
Decrease/(increase) in debtors		13,444	(72,020)
Increase/(decrease) in creditors		118,676	(137,298)
Net cash provided by/(used in) operating activities		493,067	(309,687)

23 Analysis of changes in net funds

	1 September 2024 £	Cash flows £	31 August 2025 £
Cash	2,029,536	(1,066,061)	963,475
Loans falling due within one year	(30,976)	13,265	(17,711)
Loans falling due after more than one year	(17,711)	17,711	-
	1,980,849	(1,035,085)	945,764

24 Contingent liabilities

At 31 August 2025 the Academy had contingent liabilities totalling £Nil (2024: £Nil).

25 Members' liability

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

26 Pension and similar obligations

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

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2020, and that of the LGPS related to the period ended 31 March 2022.

Contributions amounting to £115,739 (TPS) and £32,072 (LGPS) were payable to the schemes at 31 August 2025 (2024: £106,109 (TPS) and £31,214 (LGPS)) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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 was 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 the TPS in the period amounted to £1,013,657 (2024: £862,290).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust 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.

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

26 Pension and similar obligations

(Continued)

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate Trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 28.3% for employers and 5.5 to 12.5% for employees.

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

Total contributions made	2025 £	2024 £
Employer's contributions	329,000	319,000
Employees' contributions	72,000	70,000
Total contributions	401,000	389,000

Principal actuarial assumptions	2025 %	2024 %
Rate of increase in salaries	3.20	3.15
Rate of increase for pensions in payment/inflation	2.70	2.65
Discount rate for scheme liabilities	6.05	5.0
Inflation assumption (CPI)	2.70	2.65
Commutation of pensions to lump sums	50.0	50.0

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

	2025 Years	2024 Years
Retiring today		
- Males	22.7	22.5
- Females	25.3	25.3
Retiring in 20 years		
- Males	21.7	21.5
- Females	25.8	25.8

Sensitivity analysis

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

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

26 Pension and similar obligations

(Continued)

	2025 £	2024 £
Discount rate + 0.1%	(67,000)	(79,000)
Discount rate - 0.1%	67,000	79,000
Mortality assumption + 1 year	128,000	142,000
Mortality assumption - 1 year	(128,000)	(142,000)
CPI rate + 0.1%	65,000	77,000
CPI rate - 0.1%	(65,000)	(77,000)

The academy trust's share of the assets in the scheme

	2025 Fair value £	2024 Fair value £
Equities	2,726,000	2,328,000
Bonds	895,000	800,000
Cash	85,000	36,000
Property	554,000	473,000
Total market value of assets	4,260,000	3,637,000
Restriction on scheme assets	(1,052,000)	(88,000)
Net assets recognised	3,208,000	3,549,000

The actual return on scheme assets was £300,000 (2024: £385,000).

Amount recognised in the statement of financial activities

	2025 £	2024 £
Current service cost	222,000	227,000
Interest income	(190,000)	(160,000)
Interest cost	183,000	170,000
Total amount recognised	215,000	237,000

Changes in the present value of defined benefit obligations

	2025 £	2024 £
At 1 September 2024	3,549,000	3,154,000
Current service cost	222,000	227,000
Interest cost	183,000	170,000
Employee contributions	72,000	70,000
Actuarial gain	(740,000)	(23,000)
Benefits paid	(78,000)	(49,000)
At 31 August 2025	3,208,000	3,549,000

SIR THOMAS RICH'S SCHOOL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

26 Pension and similar obligations

(Continued)

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

	2025 £	2024 £
At 1 September 2024	3,637,000	2,912,000
Interest income	190,000	160,000
Actuarial gain	110,000	225,000
Employer contributions	329,000	319,000
Employee contributions	72,000	70,000
Benefits paid	(78,000)	(49,000)
	<hr/>	<hr/>
At 31 August 2025	4,260,000	3,637,000
Restriction on scheme assets	(1,052,000)	(88,000)
	<hr/>	<hr/>
Net assets recognised	<u>3,208,000</u>	<u>3,549,000</u>

Restriction of pension scheme assets

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

27 Related party transactions

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

No related party transactions took place in the period of account (2024: None).