

Company Registration Number: 06831538 (England & Wales)

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

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ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**REFERENCE AND ADMINISTRATIVE DETAILS**

Members	The Diocese of Gloucester Education Trust Diocesan Corporate Member: Mrs Jane Borgeaud Member Appointed by the Bishop: The Right Reverend Robert Springett Appointed by the Corporate Member: The Right Reverend Jason Taylor Canon Benjamin Preece Smith Ms Lucy Taylor
Trustees	Mr Henry Watson, Foundation Trustee, Chair ^{1,2} Mrs Emma Taylor, Foundation Trustee, Vice Chair ^{1,2} Mr Matthew Round, Staff Trustee ³ Mr Philip Attwell, Trustee (resigned 16 December 2024) ¹ Shona Riddell, Trustee ³ Shelley Louise Watts, Parent Trustee (appointed 1 September 2024) ³ Stephen Fraser Watney, Parent Trustee (appointed 1 September 2024) ¹ The Reverend Timothy Maybury Hastie-Smith, Foundation Trustee (appointed 1 September 2024, resigned 10 March 2025) ³ Mr Benjamin Williams, Trustee (appointed 11 September 2025) ^{1,2,3} ¹ Staffing and Resources Committee ² Standards and Steering Committee ³ Welfare and Ethos Committee
Company registered number	06831538
Company name	All Saints' Academy, Cheltenham
Principal and registered office	Blaisdon Way Cheltenham Gloucestershire GL51 0WH
Company secretary	Mrs Stacey Newman (appointed 01/09/25) Miss Clover Baker (resigned 31/08/25)
Principal	Mr Benjamin Williams

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

Senior Leadership Team

Mr Benjamin Williams, Principal and Accounting Officer
Mr Rick van Driel, Finance Director and Chief Financial Officer
Mr Liam Wilkinson, Associate Principal
Mr Lee Bradley, Vice Principal
Mr Guy Sampson, Vice Principal
Ms Linsey Cornwell (appointed on 01/09/2025), Assistant Vice Principal
Mrs Harriet Watt (appointed 01/09/2025), Assistant Vice Principal
Mrs Sarah Battershill (appointed on 01/09/2024), Assistant Vice Principal
Mrs Laura Herrick (appointed on 01/09/2024), Assistant Vice Principal
Mr Michael Sheppee, Assistant Vice Principal
Mr William Spanjers (resigned on 01/09/2025), Assistant Vice Principal

Independent auditors

Bishop Fleming Audit Limited
Chartered Accountants
10 North Place
Cheltenham
GL50 4DW

Bankers

Lloyds Banking Group Plc
25 Gresham Street
London
EC2V 7HN

Solicitors

Harrison Clark Rickerbys Limited
Ellenborough House
Wellington Street
Cheltenham
GL50 1YD

ALL SAINTS' ACADEMY, CHELTENHAM (A COMPANY LIMITED BY GUARANTEE)

DIRECTORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual report with the financial statements and auditors' report of the Charitable Company for the year ending 31 August 2025. The annual report serves the purposes of a Trustees' report, a Directors' report, and a strategic report under company law.

The Academy Trust operates a secondary academy for pupils aged 11 to 19 in Cheltenham. It has a pupil capacity of 1,150 and had a roll of 1,103 in the school census on 5 October 2025.

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 Trustees of All Saints' Academy, Cheltenham are also the Directors of the Charitable Company for the purposes of company law. The Charitable Company operates as All Saints' Academy, Cheltenham.

Details of the Trustees who served throughout the year, and to the date the accounts are approved, are included in the Reference and Administration Details.

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 cease to be a Member.

Trustees' Indemnities

As disclosed in note twelve, professional indemnity insurance is paid on behalf of the Members and Trustees.

Method of Recruitment and Appointment or Election of Trustees

The Members of the company shall comprise:

- the Diocese of Gloucester Education Trust, a private company limited by guarantee in England and Wales and registered with company number 07662129; and
- three persons appointed by the Diocese of Gloucester Education Trust (whether corporate or individual); and
- the Diocesan Bishop (or if the Diocesan Bishop is not willing to act as a member, a person nominated by the Diocesan Bishop in his or her place); and
- any person appointed by the Members, with the written consent of the Diocese of Gloucester Education Trust who may agree by passing a special resolution to appoint such additional Members as they think fit.

When appointing new Trustees, consideration is given to the skills and experience of existing Trustees to ensure a sufficiently wide range of skills is in place to contribute fully to the Trust's development. An annual skills audit is undertaken for this purpose.

Policies and Procedures adopted for the Induction and Training of Trustees

Newly appointed Trustees were inducted by the Clerk to Trustees and issued with an "induction pack" which includes details of meetings; committee structures; and the Memorandum and Articles of Association. Other training courses are available to Trustees, and these are also arranged through the Clerk to Trustees.

Organisational Structure

The Board of Trustees operates three committees to conduct its work effectively. These are the Staffing and Resources Committee (covering finance and premises), the Standards and Steering Committee, and the Welfare and Ethos Committee.

**ALL SAINTS' ACADEMY, CHELTENHAM
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**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

The organisational structure consists of four levels: The Members, the Board of Trustees, the Principal and Senior Leadership Team, and the rest of the Academy's Leadership Team. The management structure aims to devolve responsibility appropriately and encourage involvement in decision making at all levels.

The Members have an overarching and strategic role, ensuring that their vision for the character and ethos of the Academy and its role in the local education system, is carried forward. The Trustees are responsible for approving the Academy's strategy, holding the Principal and Leadership Team to account, setting general policy, adopting an annual plan and budget, monitoring the Academy's use of resources, making major decisions about the direction of the Academy, approving capital expenditure, and being involved in senior staff appointments.

The Principal is the Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

The Members consider that the Board of Trustees and the Senior Leadership Team comprise the key management personnel of the Academy in charge of directing and controlling, running, and operating the trust on a day-to-day basis. All Members give their time freely and no Member received remuneration in the year.

Details of Trustees' expenses and related party transactions are disclosed in the notes to the accounts. The pay of key management personnel is reviewed annually and normally increased in accordance with average earnings.

Trade union facility time

Under the Trade Union (Facility Time Publication Requirements) Regulations 2017, we are now required to publish the information set out below on an annual basis. We refer to Statutory Instrument 2017 No. 328, The Trade Union (Facility Time Publication Requirements) Regulations 2017 for calculation details.

Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	1.00

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Total cost of facility time	£6,335
Total pay bill	£6,570,676
Percentage of the total pay bill spent on facility time	0.1%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours	100.0%
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DIRECTORS' REPORT (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2025

Related Parties and other Connected Charities and Organisations

The Diocese of Gloucester is our sponsor, and the Diocese of Gloucester Education Trust is the 'Person with significant control'. The Academy Trust currently has no other formal connected organisations.

All Saints' Academy Vision Statement

Through community and learning, we are **formed in character, knowledge and wisdom to be light in the world** through excellence in service and leadership.

The Academy's Christian Purpose.

At the heart of All Saints' Academy is the belief that Christ is at the centre of all we do and are. Rooted in His teaching, we seek to fulfil in every member of our community their full potential, so they are able to be 'the light of the world' and recognise that they are called to use their gifts and talents for the benefit of all.

All Saints' Academy does this by:

- providing a safe and secure environment where faith, prayer, compassion, and reconciliation are visible in word and in action;
- providing an excellent education with a broad, balanced, and creative curriculum that will allow everyone to discover their potential and to develop and share their unique talents;
- providing opportunities for all to be nourished and challenged both academically and spiritually in their respective beliefs;
- respecting and valuing the diversity of all, believing that everyone is created as a unique individual in the image of God;
- building a resilient community able to reach out and support others, both locally and globally; and
- modelling through the Academy's policies, practices and values, a concern to serve the common good, a heart for justice, a desire for reconciliation and the need to protect and sustain the environment.

Over 2024/2025, the Senior Leadership Team comprised the Principal, an Associate Principal, two Vice Principals, a Finance Director, and four Assistant Vice Principals; each responsible for a key stage, phase, or group of students and a whole school lead, i.e., budget, STEM, QA & standards, SEND, pupil premium, core subjects, EBacc, assessment, curriculum, sixth form and Christian ethos.

These leaders controlled the Academy at an executive level implementing the policies laid down by the Trustees and reporting back to them. As a group, the Senior Leadership Team was responsible for authorising spending within agreed budgets and for the appointment of staff, though appointment boards for posts in the Senior Leadership Team would usually include a Trustee. Some spending control is devolved to members of the Senior Leadership Team, subject to limits set out in the scheme of delegation and the finance policy.

OBJECTIVES AND ACTIVITIES

Objects and Aims

In response to our Academy Vision, All Saints' Academy aims to ensure that it will provide an excellent Christian educational experience for its young people and a rewarding Christian professional developmental experience for its staff. Our purpose is to be a beacon of hope, founded on Christian values, serving Cheltenham and the Diocese of Gloucester where there is excellence in learning, achievement, and personal development.

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

Objectives, Strategies, and Activities

Following two Good Ofsted judgements in 2014 and 2018, along with a further ungraded inspection in 2024, the Academy Trust's objectives and activities are to:

- implement a coordinated and systematic approach to enable leaders, including Trustees, to plan, monitor, and refine their actions strategically to further improve standards;
- improve the quality of teaching, learning, and assessment across all subjects by implementing consistent standards of high-quality teaching, with high expectations of pupils' work and attitudes to learning;
- raise the attainment of the most able pupils, including the most able disadvantaged pupils, by ensuring that they are fully challenged in their learning; and
- raise the attainment of all students, focusing particularly on core skills of literacy and numeracy in Key Stage 3
- improve behaviour in the academy and reduce the level of exclusions by ensuring that boundaries are established across the whole community and support is provided in a timely fashion.
- improve standards in the sixth form by:
 - improving the quality of teaching in all subjects
 - improving pastoral support for attendance and work routines
 - raising the attainment of those students who follow academic qualifications; and
 - ensuring that students experience work-related learning is embedded.

The inspection in 2024 highlighted teaching as a particular focus for future improvement.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

The Academy provides facilities for recreational and other leisure time occupations for the community at large in the interests of social welfare and with the interest of improving the life of the said community.

In setting our objectives and planning our activities, the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

STRATEGIC REPORT

Achievement and Performance

All Saints' Academy had an improved set of outcomes in 2025. Core pass rates were up to 50%. Whilst considerable progress was made in year 11 for these students, their starting point at the beginning of the year was below previous years.

Predictions at GCSE remain strong with teachers accurately forecasting student achievement ahead of final assessments.

At A level, students' achievement levels rose significantly with students progressing successfully to a wide range of institutions, including university and employment. Recruitment in year 12 rose to one hundred students, and the sixth form is one of the academy's key priorities this academic year.

The Academy continues to play a leading role in the Cheltenham Educational Partnership with students benefitting from leadership and academic opportunities such as a sustainability event and the chance to study GCSE Latin.

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

Key Performance Indicators

The Academy Trust has established Key Performance Indicators (KPIs) and for the academic year ended 31st August 2025, they included:

Key Financial Performance Indicators

Income and Expenditure Metrics: measured as a percentage of Total Revenue Income (TRI)	Green Threshold	Academy 2025
Maintain the total direct grant income (DGI) ratio (as a percentage of total revenue income) in line with secondary schools/academies nationally.	90.0% - 94.0%	94.9% (2)
Maintain the total self-generated income (SGI) ratio (as a percentage of total revenue income) in line with secondary schools/academies nationally.	6.0% - 10.0%	5.1% (2)
Maintain the total staffing spend ratio (as a percentage of total revenue income) in line with secondary schools/academies nationally.	73.0% - 76.0%	74.8% (1)
Maintain the total non-staffing spend ratio (as a percentage of total revenue income) in line with secondary schools/academies nationally.	24.0% - 27.0%	24.9% (1)

Source: ISBL - Secondary School / Academy Benchmark Threshold Ranges - September 2025

- (1) A green rating shows that our data is in line with the majority of other schools or recognised standards.
- (2) An amber rating shows that our data is considerably out of line with the majority of similar schools or recognised standards.
- (3) A red rating shows that our data is significantly out of line with schools with similar characteristics or recognised standards.

Direct grant income

The outcome is amber high: We are receiving more direct grant income year on year due to growing pupil numbers, whilst our self-generated income has not changed significantly. This means that the disparity between these income sources will grow further apart.

Self-generated income

The outcome is amber low: The income we generate from catering, lettings, investment, and voluntary will only increase marginally (inflationary increase). For instance, growth in catering income is limited because of a high and increasing proportion of pupils eligible for free school meals. Our sports facilities are fully booked by community groups, whereby a more than inflationary rate increase could potentially lead to cancellation due to it being unaffordable for them.

Staff Expenditure Metrics: formula calculated	Green Threshold	Academy 2025
Maintain the teaching staff cost ratio (as a percentage of total revenue income) in line with that of secondary schools/academies nationally.	50.0% - 55.0%	51.8% (1)
Maintain the curriculum support staff costs ratio (as a percentage of total revenue income) in line with secondary schools/academies nationally.	11.0% - 13.0%	11.2% (1)
Maintain the non-curriculum support staff costs ratio (as a percentage of total revenue income) in line with secondary schools/academies nationally.	9.0% - 11.0%	11.8% (2)

Source: ISBL - Secondary School / Academy Benchmark Threshold Ranges - September 2025

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FOR THE YEAR ENDED 31 AUGUST 2025

- (1) A green rating shows that our data is in line with the majority of other schools or recognised standards.
- (2) An amber rating shows that our data is considerably out of line with the majority of similar schools or recognised standards.
- (3) A red rating shows that our data is significantly out of line with schools with similar characteristics or recognised standards.

Non-curriculum support staff costs ratio

The outcome is amber high: Our support staff structure has a different composition than similar single academy trusts, e.g., not a lot of single academy trusts have a marketing team. The data includes our outsourced functions, catering, cleaning, and ICT. A review of our non-curriculum support staff will be conducted to bring these costs within the green thresholds.

Other Key Performance Indicators

Teaching Staff Metrics: year and region dependent characteristics	Green Threshold	Academy 2025
Pupil Teacher Ratio (PTR) is in line with secondary schools/academies nationally. PTR: pupil numbers full-time equivalent divided by teaching staff full-time equivalent.	17.0 - 18.0	16.7(2)
Teacher Contact Ratio (TCR) is in line with secondary schools/academies nationally. TCR: actual hours being taught divided by teaching staff full-time equivalent.	0.76 - 0.78	0.72 (3)
Deployed Average Class Size (DACS) is in line with secondary schools/academies nationally. DACS: pupil teacher ratio divided by teacher contact ratio.	25 - 27	23 (2)

Source: ISBL - Secondary School / Academy Benchmark Threshold Ranges - September 2025

- (1) A green rating shows that our data is in line with the majority of other schools or recognised standards.
- (2) An amber rating shows that our data is considerably out of line with the majority of similar schools or recognised standards.
- (3) A red rating shows that our data is significantly out of line with schools with similar characteristics or recognised standards.

Pupil teacher ratio

The outcome is amber low: We measure the efficiency of how many teachers are employed for the delivery of the curriculum, the ratio indicates that we have just too few teachers for the size and context of our academy.

Teacher contact ratio

The outcome is red low: We calculate the average amount of the teaching week that the teachers actually teach. It is not calculated for an individual teacher but for all teachers, including Senior Leadership Team (SLT) members and middle leaders. We employ additional teachers instead of contracting supply teachers. This will improve the quality of teaching, but in those circumstances of no absence, the effective deployment of teachers is distorted by having more teachers than required to provide the academy's curriculum programme. We also have a larger SLT than other statistically similar schools, which is a strategic decision to manage our specific educational needs and challenges.

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

Deployed average class size

The outcome is amber low: Benchmarking data indicate that the operational class size for key stage 3 is between 27 and 30, for key stage 4 is between 22 and 25, and for key stage 5 is between 12 and 15. Our average is distorted by higher-than-average class sizes in key stages 3 and 4 and far lower than average class sizes in key stage 5.

Benchmarking

In addition, the Trustees discuss financial data benchmarking at each termly Staffing and Resources committee meeting. This compares the Academy with all secondary academies in England and Wales that share similar traits to demonstrate that the Academy Trust's areas of expenditure are appropriate and in keeping with those of similar academies.

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, it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

FINANCIAL REVIEW

Principal Funding

The majority of the Academy Trust's income is obtained from the Department for Education (DfE) in the form of recurrent grants, the use of which is restricted to specific purposes. The grants received from the DfE during the year ended 31 August 2025 and the associated expenditure of these grants are shown as restricted funds in the Statement of Financial Activities.

The Academy Trust also received grants for fixed assets from the DfE, and these are shown as restricted fixed asset funds in the Statement of Financial Activities. The balance of the restricted fixed asset funds will be reduced by annual depreciation charges over the expected useful life of the assets concerned, acquired using these funds.

Financial Report

During the year ended 31 August 2025, the trust received total income, including capital grants, of £9,514k (2024: £9,052k), while expenditure for the year, including Local Government Pension Scheme (LGPS) pension finance income and service income and depreciation, totalled £10,056k (2024: 9,278k).

Excluding the impact of capital grants, LGPS pension finance income, and service income and depreciation, the total operating income for the year was £9,432k (2024: £9,003k) and the total operating expenditure for the year was £9,407k (2024: £8,609k), thereby giving a net operating surplus for the year of £25k (2024: £394k).

Total free reserves (GAG carried forward and unrestricted general funds) at the year-end fell by £217k (2024: rose by £356k). There was an operational surplus on unrestricted funds of £171k (2024: £86k) and an operational deficit on restricted funds of £146k (2024: operational surplus of £309k). Also included was a transfer of funds in which unrestricted and restricted funds were reduced by a transfer to restricted fixed asset funds of £68k (2024: £NIL) and £173k (2024: £39k) respectively.

The landscape for pensions has changed and our actuarial valuations report (dated 10 September 2025) by Hymans Robertson states for a consecutive year a surplus at the end of the year, resulting in a net asset position. This is primarily attributable to the improved funding levels in the Local Government Pension Schemes (LGPS) and changes in actuarial assumptions, particularly those around mortality, along with a higher discount rate.

However, under FRS 102, a defined benefit pension asset can only be recognised to the extent that the surplus is recoverable through reduced contributions or a refund from the scheme. At the time of authoring this report, it is not known whether these future economic benefits are available. As a Trust, we intend to participate in the LGPS indefinitely, and therefore, it is unlikely that we will be entitled to a refund.

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FOR THE YEAR ENDED 31 AUGUST 2025**

The defined benefit pension scheme reserve has an accounting surplus. However, the academy Trust continue to make employers' pension contributions from the Academy Trust's budgeted annual income. The Academy Trust has an unrecognised surplus of £1,092,000 (£2024: £406) in respect of its defined benefit pension scheme as it does not expect to recover the plan surplus either through reduced contributions in the future or through refunds. The Trustees consider that the Trust is able to meet its known annual contributions for the foreseeable future.

Total Operating Income:

Total Income £9,514k minus Capital Grants £37k minus Pension Income £45k equals £9,432k.

Total Operating Expenditure:

Total Expenditure £10,056k minus Depreciation £714k plus Pension Service Income £65k equals £9,407k.

Net Operating Surplus:

Total Operating Income £9,432k minus Total Operating Expenditure £9,407k equals £25k.

The balance of total funds held on 31 August 2025 was £18,380k (2024: £19,033k) which comprised the following:

Restricted Fixed Asset Funds	£17,373k	(2024: £17,809k)
Restricted General Funds (excluding Pension Liability)	£NIL	(2024: £320k)
Pension Reserve	£NIL	(2024: £NIL)
Unrestricted General Funds	£507k	(2024: £404k)
Designated Fund	£500k	(2024: £500k)

Other donations

In the notes to the financial statements under the heading 'income from donations and capital grants, we are reporting in the prior financial year a negative amount in 'other donations', this relates to the release of not yet materialised accrued income (income that has been earned but for which payment has not yet been received).

For further details please see the 2024 Annual Report and Financial Statements.

Financial and risk management

The Academy Trust's exposure to financial risks is minimal because of the financial instruments that it deals with, i.e., net current assets: debtors, cash at bank and in hand, and creditors due within one year.

The Trustees monitor the net current assets monthly to ensure that the Academy Trust is in a sound financial position. These are its 'working capital,' the funds with which it will be able to meet its short-term liabilities.

The financial analysis tool used to indicate whether the Academy Trust has enough short-term assets to cover its short-term debt is the working capital ratio (current assets / current liabilities). It is prudent to have a ratio equal to or greater than 1.0. The ratio at year-end was 1.9 (2024: 2.9).

Reserves Policy

The Academy Trust is for the most part funded by grants from the Department for Education, the use of which is regulated by its Funding Agreement. All Saints' Academy, Cheltenham is expected to use the funding received from the Department for Education in the accounting year for which it is given. However, we also set aside funds for future use in both revenue and capital. Our policy on reserves recognises the difficult financial climate we are in, the need to invest in future capital projects, and to mitigate the effect of the Academy's changed funding agreement.

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**DIRECTORS' REPORT (CONTINUED)
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Total reserves at the Balance Sheet date were £18,380k (2024: £19,033k). Of this, £17,373k (2024: £17,809k) was in respect of reserves set aside for future depreciation of the Academy's assets, and other reserves set aside for future activities as outlined below.

1. Revenue Reserves

Revenue reserves are maintained in separate restricted and unrestricted balances. However, in day-to-day terms, both are considered in aggregate in managing the overall financial position of the Trust. The challenges of "flat line" revenues and cost inflation have meant that the generation of unrestricted income is an essential part of supporting our educational provision. At the end of the year, revenue reserves stood at £1,007k (2024: £1,124k) of which £NIL (2024: £320k) was restricted and £1,007k (2024: £904k) was unrestricted.

The reserves policy is in place such that the Academy ensures that there is one month's worth of expenditure available which would amount to approximately £0.8m (budgeted annual operational expenditure for 2025/2026 is approximately £9.9m). Current reserves are £0.2m above the target.

2. Maintenance Funds

Our academy has benefited from the provision of a new building and sports facilities. We are committed to maintaining these facilities for at least the next 25 years in line with the requirements of our leases. Because of this, we have a clear maintenance programme aimed at ensuring a long, useful life for our building and sports facilities.

Our academy is therefore required to set aside 0.5% of revenue income to a maintenance fund, which supplements funds from the Devolved Formula Capital (DFC) grant (currently £20k per annum. The Maintenance Fund reserve stood at £500k at the year-end.

In the year ending August 2025 £500k (2024: £500k) will be set aside for the maintenance fund, the overall level of the maintenance fund reserve is not expected to exceed 5% of revenue income, which would amount to approximately £500k (projected annual operational income approximately £10.0m).

Investment Policy

The Academy will place on deposit any funds that it does not believe will be required for operational purposes over the next 3 to 12 months, to ensure the funds generate a higher level of return than simply holding them in current accounts. In making such decisions, the Trust will have due regard to the cash flow forecasts, the level of return, and any associated risks.

Principal Risks and Uncertainties

The Board of Trustees has reviewed the major 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 remit of the Staffing and Resources Committee is to ensure risks are identified, mitigating activities are in place and audited. The Responsible Officer plays a key role in risk mitigation collaborating with the Principal and Finance Director to highlight exposures and ensure processes are in place to manage them.

The Board of Trustees has identified five risk categories:

- Strategic risks: these are risks that arise from the academy's strategy and objectives;
- Operational risks: these are risks that arise from the academy's day-to-day activities and processes;
- Financial risks;
- Governance risks: these risks are related to our legal and compliance obligations; and
- Reputational risks.

The principal risks and uncertainties facing the Academy are as follows:

- Strategic, Governance & Reputation: The risk is that the Academy is unable to recruit and retain high-calibre staff, particularly in key subjects, especially maths, science, computing, and design technology.

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

- Governance: The risk is that a lack of succession planning, overreliance, and/or long-term absence of key Trustees could potentially hinder the Academy's normal operation.
- Financial: The risk is that changes to funding formulas and policies, SEND, National Funding Formula, and Pupil Premium, result in a significant decrease in funding. Due to changes, there may be a lack of knowledge of funding streams and potential income may not be collected.
- Operational & Reputation: The risk is that failure to ensure that an adequate Crisis Management policy is in place, relevant, and up to date. Should an emergency occur, it could have significant detrimental effects on the overall running of the Academy. The risk of reputational damage, if an outbreak were to occur, and negligence on the part of the Academy could be shown.
- Financial: The risk is that a lack of funding results in unsustainable Academy operations. Student numbers are under capacity, and the overhead costs are high, resulting in redundancies and departmental budget cuts. Our core funding, i.e., the General Annual Grant, is not increasing at the same level as our expenditure levels, specifically our staffing costs.
- Operational & Financial: The risk is that the heating system failures, low boiler pressure, and leaking pipework due to corrosion.

The Academy has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A risk register is maintained, reviewed, and updated monthly, and appropriate mitigations are implemented.

The Trustees examine the financial health formally every term. They review performance against budgets and overall expenditure through regular update reports at all Board of Trustees and Staffing and Resources Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

FUNDRAISING

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

PLANS FOR FUTURE PERIODS

Academy Improvement Plan

We are continually working to further develop our academy so that we can meet the current demands and climate of society to provide the best learning environment for our students and their families. We therefore create an Academy Development Plan each year that focuses on the following points:

- Quality of education;
- Behaviours and attitudes;
- Personal development;
- Further embed the Christian ethos; and
- Finance and resources.

The key objective of the Academy remains the same: to focus relentlessly on ensuring that all students experience educational excellence every day so that they can achieve the absolute best outcomes, academically and in their personal development.

Premises Development Plan

The Academy has an ongoing programme of repairs and maintenance and a prioritised building and grounds improvement plan. To address building condition needs, health and safety issues, and building compliance, we will apply for capital grants from the Department for Education.

The following projects, which are to be funded by our free reserves, have been identified for the short and medium term:

- All floors: replacement of the fire alarm system, which uses advanced sensors that combine smoke, heat, and carbon monoxide sensing to improve accuracy and reduce false alarms (to be completed by April 2026).

ALL SAINTS' ACADEMY, CHELTENHAM (A COMPANY LIMITED BY GUARANTEE)

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

- All floors: completion of the remaining upgrade to LED lighting, as part of the rolling programme of replacing the old lighting (to be completed by August 2026).
- AstroTurf Pitch: replacement of the whole pitch with the latest generation of artificial turf 4G, to replicate the playing experience of real grass more closely than our current 3G pitch (to be completed by August 2027).

In addition to the above-mentioned projects, we have applied for or are in the process of applying for capital grants to fund the following projects:

- Outdoor hard surface area (section 106 funding): canopy to accommodate pupils during the break and lunchtimes (to be completed by August 2026).
- Roof of building (condition improvement funding): installation of solar panels to reduce our carbon footprint and lower our energy bills (to be completed by August 2026).

Operational Budget

The Academy is committed to setting a balanced budget each year. Our current budget projection forecasts an in-year and cumulative surplus for the next three years, with our five-year projection also noting an in-year surplus for each year.

This projection indicates a sustained positive position, which has been achieved through, amongst other things:

- The implementation of a robust income generation and expenditure savings plan spanning the previous five years.
- Prudent financial planning, both short and medium term, including the embedding of integrated curriculum financial planning.
- Comprehensive and termly reviewing of the management accounts, budget projections, and associated commentary by the Principal (Accounting Officer), Finance Director (Chief Financial Officer), and Trustees to inform future decision-making.
- Collaborating with a key partner, Cheltenham Town Football Club Academy allows us to offer new courses and opportunities to our Sixth Form students, which has led to an increase in our key stage five student numbers of approximately one hundred students for year twelve.

Moving forward, the Academy is aware of the continued need to be financially sustainable, and therefore the Academy will continue to employ integrated curriculum financial planning and use a variety of benchmarking data, in addition to information from its risk register, to highlight potential areas of concern and opportunity so that these can be addressed to ensure a balanced budget continues to be set and that a fit for purpose curriculum, which is properly resourced and sustainable, is achieved for the benefit of the students the academy serves.

The experience of the Principal, Finance Director, and Trustees allows them to fully use all of the information available before making informed decisions, based on knowledge and experience, about key strategies to implement to attain and maintain long-term financial health whilst simultaneously ensuring the best possible provision for the students the academy serves.

Sixth Form Provision

The Academy has identified the necessity to improve the quality of the Sixth Form provision. The key elements of the improvement plan are:

- Ensuring that all subjects plan and deliver an ambitious and broad key stage 5 curriculum based on published specifications, ambitious destinations, and the performance of students in previous years.
- Implementing a 'blended learning' provision, leading to highly effective independent study, increased confidence, and preparation for life post-eighteen.
- Developing training and professional development opportunities for teachers, specifically for those involved in teaching post-sixteen learners, to ensure the absolute best practice for this age group.

**ALL SAINTS' ACADEMY, CHELTENHAM
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**DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

Joining or forming a Multi-academy Trust

The Department for Education (DfE) white paper published in March 2022 sets out a vision for all schools to be part of a multi-academy trust (MAT) by 2030.

The decision on whether, when, and who to join remains with the Board of Trustees for all good and outstanding schools. The aspirational timescale of 2030 gives us time to consider carefully whether the government's vision aligns with ours.

For a Single Academy Trust (SAT), there are two routes to becoming part of a family of schools: one is joining an existing MAT or forming a new MAT. The Academy continues to pursue options to further its aim to become part of a MAT.

AUDITOR

As 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 auditors, Bishop Fleming Audit Limited, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 11 December 2025 and signed on the Board's behalf by:


Henry Watson

**Mr Henry Watson
Chair of Trustees**

Date: 16 December 2025

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025**

SCOPE OF RESPONSIBILITY

As Trustees, we acknowledge we have overall responsibility for ensuring that All Saints' Academy, Cheltenham 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.

The Board of Trustees has delegated the day-to-day responsibility to the Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management in accordance with the requirements and responsibilities assigned to it in the funding agreement between All Saints' Academy, Cheltenham, and the Secretary of State for Education. He 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.

Although the Board of Trustees meets fewer than six times a year, it maintains robust and effective oversight of funds. Monthly management accounts were produced and were presented either at meetings of the Board of Trustees or the Staffing and Resources Committee. If neither body met in a particular month, the financial report was emailed to all Trustees for scrutiny and challenge.

The Board of Trustees also received monthly updates from the Principal on key issues and activities taking place in the Academy to ensure that Trustees continued to understand and have insight into the Academy's performance.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr Philip Attwell	0	2
The Reverend Tim Hastie-Smith	3	3
Mrs Shona Riddell	4	5
Mr Matthew Round	4	5
Mrs Emma Taylor	4	5
Mr Stephen Watney	4	5
Mr Henry Watson	5	5
Mrs Shelley Watts	4	5

To fulfil its various roles, the Board of Trustees has established three sub-committees.

Staffing and Resources Committee

The Staffing and Resources Committee is responsible for reviewing and ensuring resources that support successful learning across the Academy and its wider community, with a particular focus on financial management. It provides the role of the Audit and Risk Committee. This committee held four meetings this year.

Attendance at Staffing and Resources Committee meetings in the year was as follows:

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Trustee	Meetings attended	Out of a possible
Mr Philip Attwell	2	2
Mrs Emma Taylor	4	4
Mr Stephen Watney	2	4
Mr Henry Watson	4	4

Standards and Steering Committee

The Standards and Steering Committee has two main roles. The first one is to ensure a strong focus on achievement in the Academy in all areas, particularly for students. The second is to ensure the Board of Trustees is working in a co-ordinating and productive way. This committee held two meetings in the year.

Attendance at Standards and Steering Committee meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mrs Shona Riddell	1	2
Mrs Emma Taylor	2	2
Mr Henry Watson	2	2

Welfare and Ethos Committee

The Welfare and Ethos Committee reviews the well-being, achievement and safeguarding of all students and staff. This is linked to ensuring the development of the Christian ethos, particularly the distinctively Catholic and Anglican foundation and the contribution it makes to learning and spiritual development. This committee held three meetings in the year.

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
The Reverend Tim Hastie-Smith	2	2
Mrs Shona Riddell	3	3
Mr Matthew Round	3	3
Mrs Shelley Watts	3	3

Other panels and sub-committees have been set-up during the year to deal with such matters as health and safety, appeals and exclusions.

REVIEW OF VALUE FOR MONEY

As Accounting Officer, the Principal 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.

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

- **Sustaining High-Quality Educational Results:** Examination results and the progress of all groups of students remain strong within the context of efficient use of Academy resources. The Academy offers a broader and more challenging curriculum across all academy years than most other schools, and this is achieved through close monitoring of teaching group sizes and staffing costs.
- **Financial Governance and Oversight:** The Trustees appoint individuals or entities with relevant expertise to review specified matters related to the suitability of, and adherence to, systems and

**ALL SAINTS' ACADEMY, CHELTENHAM
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**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

procedures, and to present reports to the Trustees on their findings. Three such reviews are conducted in a calendar year. The Trustees receive monthly management accounts, and the Staffing and Resources Committee receives and considers four-monthly budget monitoring reports.

- **Better Purchasing, Procurement, and Tendering:** The Academy uses competitive tendering as a process for ensuring value for money regularly, thereby ensuring that spending has been for the purpose intended, and internal delegation levels exist and are applied. The Finance Director regularly undertakes tender exercises to ensure that high-value contracts are assessed against the marketplace, i.e., that long-term contracts (3 to 5 years) remain competitive.
- **Maximising Income Generation:** The Academy explores opportunities to generate income through the hiring of Academy facilities. Income is also generated from grant applications which help to support the wider curriculum.
- **Reviewing Controls and Managing Risks:** Monthly budget monitoring (management accounts) reports, including balance sheet and cash flow forecast, are produced by the Finance Director, resulting in action being taken to address any significant variances that may have arisen and that are likely to harm the budget. The Academy ensures that surplus cash balances are invested in short-term deposits to maximise interest-earning potential. The Trustees have agreed on a risk register, which is reviewed termly, that details all the potential financial and business risks and puts measures in place to minimise the implications of these.

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 risks 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 ongoing process designed to: identify and prioritise the risks to the achievement of Academy Trust policies, aims, and objectives, evaluate the likelihood of those risks being realised and the impact should they be realised, and manage them efficiently, effectively, and economically.

The system of internal control has been in place in All Saints' Academy, Cheltenham 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 year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. The Board of Trustees regularly reviews this process.

THE RISK AND CONTROL FRAMEWORK

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed upon by the Board of Trustees;
- regular reviews by the Staffing and Resources 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;

**ALL SAINTS' ACADEMY, CHELTENHAM
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**GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Board of Trustees has decided not to appoint an auditor for this purpose. However, the Trustees have appointed Mr J Kyffin, a professionally qualified accountant, to conduct a programme of internal checks.

The reviewer's role includes giving advice on financial and other matters and performing a range of checks on the Academy Trust's financial and other systems. In particular, the checks conducted in the current year included:

- reviewing the budget and financial reporting process;
- reviewing the risk identification, valuation, mitigation, and recording;
- reviewing the cybersecurity arrangements, IT systems and register of IT hardware;
- reviewing the personnel and payroll processes; and
- reviewing the purchase order process and the payment of purchase invoices and staff expense claims.

On a four-monthly basis, the reviewer reports to the Board of Trustees, through the Staffing and Resources Committee on the operation of the systems of control and the discharge of the Board of Trustees' financial responsibilities. 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.

REVIEW OF EFFECTIVENESS

As Accounting Officer, the Principal 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 reviewer;
- 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 work of the external auditor; and
- correspondence from DfE, e.g. financial notice to improve/notice to improve (FNtl/Ntl) and 'minded to' letters.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Staffing and Resources Committee and a plan to ensure continuous improvement of the system is in place.

Conclusion

Based on the advice of the Staffing and Resources Committee and the Accounting Officer, the Board of Trustees is of the opinion that the Academy Trust has an adequate and effective framework for governance, risk management, and control.

Approved by order of the members of the Board of Trustees on 11 December 2025 and signed on its behalf by:


Henry Watson

Mr Henry Watson
Chair of Trustees
Date: 16 December 2025


Ben Williams

Mr Benjamin Williams
Accounting Officer
Date: 18 December 2025

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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

B Williams

Ben Williams

Mr Benjamin Williams
Accounting Officer

Date: 18 December 2025

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 grants received from DfE have been applied for the purposes intended.

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

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


Henry Watson

.....
Mr Henry Watson
Chair of Trustees

Date: 16 December 2025

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ALL
SAINTS' ACADEMY, CHELTENHAM**

OPINION

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

In our opinion the financial statements:

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

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

**ALL SAINTS' ACADEMY, CHELTENHAM
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INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ALL SAINTS' ACADEMY, CHELTENHAM (CONTINUED)

OTHER INFORMATION

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

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the Trustees' Report which includes the Strategic Report and the Directors' Report prepared for the purposes of company law.
- the Strategic Report and Directors' Report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' 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 trustees' responsibilities statement, the Trustees (who are also the Directors of the Academy for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ALL SAINTS' ACADEMY, CHELTENHAM (CONTINUED)

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and noncompliance with laws and regulations, we considered the following:

- the nature of the Academy sector, control environment and the Academy Trust's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Academy Trust's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy Trust's documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- how the Academy Trust ensured it met its obligations arising from it being financed by the Department for Education and other funders, and as such material compliance with these obligations is required to ensure the Academy Trust will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the Academy Trust ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal Academy specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the Academy Trust for fraud, which included incorrect recognition of revenue, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of revenue and management override using manual journal entries.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Academy Trust operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, the Academy Trust Handbook, the Companies Act 2006 and tax legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Academy Trust's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF ALL
SAINTS' ACADEMY, CHELTENHAM (CONTINUED)**

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of Trustees and management and those charged with governance concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

USE OF OUR REPORT

This report is made solely to the charitable company's 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 those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, for our audit work, for this report, or for the opinions we have formed.

D Butler

David Butler

David Butler FCA DChA (Senior Statutory Auditor)

Reporting Accountant
for and on behalf of

Bishop Fleming Audit Limited

Chartered Accountants

Statutory Auditors

10 North Place

Cheltenham

GL50 4DW

Date: 19 December 2025

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)****INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ALL SAINTS'
ACADEMY, CHELTENHAM AND THE DEPARTMENT FOR EDUCATION**

In accordance with the terms of engagement letter dated 5 August 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, 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 All Saints' Academy, Cheltenham during the year 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 All Saints' Academy, Cheltenham 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 All Saints' Academy, Cheltenham 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 All Saints' Academy, Cheltenham 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 ALL SAINTS' ACADEMY
AND THE REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of All Saints' Academy, Cheltenham's funding agreement with the Secretary of State for Education dated 25 September 2009 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ALL SAINTS' ACADEMY, CHELTENHAM AND THE DEPARTMENT FOR EDUCATION (CONTINUED)

APPROACH

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountant of Academy Trusts issued by 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's income and expenditure.

The work undertaken to draw our conclusion includes:

- An assessment of the risk of material irregularity and impropriety across all of the Trust's activities;
- Further testing and review of the areas identified through the risk assessment including enquiry, identification of controls processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and
- Consideration of evidence obtained through the work detailed above and the work completed as part of our audit of the financial statements in order to support the regularity conclusion.

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

CONCLUSION

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

D Butler

David Butler

David Butler FCA DChA
Reporting Accountant
for and on behalf of
Bishop Fleming Audit Limited
Chartered Accountants
Statutory Auditors
10 North Place
Cheltenham
GL50 4DW

Date: 19 December 2025

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

		Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
	Note					
Income from:						
Donations and capital grants	3	-	1	37	38	(5)
Other trading activities	5	418	-	-	418	384
Investments	6	36	45	-	81	48
Charitable activities	4	-	8,977	-	8,977	8,625
Total income		454	9,023	37	9,514	9,052
Expenditure on:						
Raising funds	7	34	-	-	34	29
Charitable activities	7	249	9,059	714	10,022	9,249
Total expenditure		283	9,059	714	10,056	9,278
Net income/ (expenditure)		171	(36)	(677)	(542)	(226)
Transfers between funds	18	(68)	(173)	241	-	-
Net movement in funds before other recognised gains/(losses)		103	(209)	(436)	(542)	(226)
Other recognised gains/(losses):						
Actuarial gains on defined benefit pension schemes	25	-	981	-	981	325
Pension surplus not recognised	25	-	(1,092)	-	(1,092)	(406)
Net movement in funds		103	(320)	(436)	(653)	(307)
Reconciliation of funds:						
Total funds brought forward		904	320	17,809	19,033	19,340
Net movement in funds		103	(320)	(436)	(653)	(307)
Total funds carried forward		1,007	-	17,373	18,380	19,033

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

The notes on pages 30 to 55 form part of these financial statements.

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:06831538

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £000	2025 £000	2024 £000	2024 £000
Fixed assets					
Tangible assets	13		17,373		17,809
Current assets					
Debtors	14	506		292	
Investments	15	500		-	
Cash at bank and in hand		543		1,560	
		1,549		1,852	
Current liabilities					
Creditors: amounts falling due within one year	16	(542)		(628)	
Net current assets			1,007		1,224
Total assets less current liabilities			18,380		19,033
Total net assets			18,380		19,033
Funds of the Academy					
Restricted funds:					
Fixed asset funds	18	17,373		17,809	
Restricted income funds	18	-		320	
Total restricted funds	18	17,373			18,129
Unrestricted income funds	18	1,007			904
Total funds			18,380		19,033

The financial statements on pages 27 to 55 were approved and authorised for issue by the Trustees and are signed on their behalf, by:


Henry Watson

.....
Mr Henry Watson
Chair of Trustees

Date: 16 December 2025

The notes on pages 30 to 55 form part of these financial statements.

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £000	2024 £000
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	20	(268)	511
Cash flows from investing activities	21	(749)	(40)
Change in cash and cash equivalents in the year		(1,017)	471
Cash and cash equivalents at the beginning of the year		1,560	1,089
Cash and cash equivalents at the end of the year	22, 23	543	1,560

The notes on pages 30 to 55 form part of these financial statements

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES

A summary of the principal accounting policies adopted, judgments and key sources of estimation uncertainty, is set out below.

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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

1.2 GOING CONCERN

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy 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 has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy'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 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 no unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

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

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

- **Donations**

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

- **Other income**

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

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.4 EXPENDITURE

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

- **Expenditure on raising funds**

This includes all expenditure incurred by the Academy 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's educational operations, including support costs and costs relating to the governance of the Academy apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

1.5 INTEREST RECEIVABLE

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

1.6 TANGIBLE FIXED ASSETS

Assets costing £2,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.6 TANGIBLE FIXED ASSETS (CONTINUED)

The estimated useful lives are as follows:

Long-term leasehold property	- 50 years
Long-term leasehold land	- 125 years
Fixtures, fittings and equipment	- 5 years
Mechanical equipment	- 15 years
Plant and equipment	- 5 years
IT equipment	- 3 years

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

1.7 DEBTORS

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

1.8 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.9 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 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.

1.10 FINANCIAL INSTRUMENTS

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

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

Cash at bank is classified as a basic financial instrument and is measured at amortised cost.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. 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.

**ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.11 PENSIONS

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

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

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

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

Under FRS 102 an entity shall only recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. Therefore when a pension scheme is valued at a surplus, it is recognised at a £Nil value.

1.12 FUND ACCOUNTING

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

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

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGMENT

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

The present value of the Local Government Pension Scheme defined benefit asset 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 25, will impact the carrying amount of the pension asset. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions asset at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension asset.

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.

As detailed in note 25, the Academy Trust have not recognised a Local Government Pension Scheme defined benefit pension asset as the Academy Trust consider that this asset is not recoverable due to the unlikelihood of reduced contributions or refunds from the scheme in the future.

The Academy Trust has an unrecognised surplus of £1,092,000 (2024: £406,000) in respect of its defined benefit pension scheme as it does not expect to recover the plan surplus either through reduced contributions in the future or through refunds from the plan.

3. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Other Donations	-	1	-	1	(28)
Capital Grants	-	-	37	37	23
	-	1	37	38	(5)

Please see the 'Other Donations' section of the Trustees report to explain the negative income seen in Other Donations last year.

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

4. FUNDING FOR THE ACADEMY'S CHARITABLE ACTIVITIES

	Restricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
EDUCATION ACTIVITIES			
DFE GRANTS			
General Annual Grant (GAG)	6,432	6,432	5,962
Pupil Premium	372	372	353
16-19 Funding	924	924	1,013
Rates Relief	74	74	70
Teachers Pay Grant	110	110	109
Teachers Pension Grant	191	191	105
Core Schools Budget Grant (CSBG)	269	269	-
Tutoring Grant	-	-	9
MSAG	-	-	212
Recovery Premium	-	-	93
Other DfE Grants	54	54	5
	8,426	8,426	7,931
OTHER GOVERNMENT GRANTS			
SEN Funding	344	344	368
Local Authority Grants	139	139	163
	483	483	531
OTHER INCOME FROM THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS			
Trip Income	22	22	46
Grants and other Restricted Income	46	46	117
	68	68	163
	8,977	8,977	8,625
	8,977	8,977	8,625
TOTAL 2024	8,625	8,625	

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

5. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Hire of facilities	80	80	75
Catering income	329	329	304
Income from ancillary trading activities	9	9	5
	<u>418</u>	<u>418</u>	<u>384</u>

6. INVESTMENT INCOME

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Bank interest received	36	-	36	23
Pension income	-	45	45	25
	<u>36</u>	<u>45</u>	<u>81</u>	<u>48</u>

7. EXPENDITURE

	Staff Costs 2025 £000	Premises 2025 £000	Other 2025 £000	Total 2025 £000	Total 2024 £000
EXPENDITURE ON RAISING FUNDS					
Direct costs	26	8	-	34	29
EDUCATION:					
Direct costs	5,884	-	1,018	6,902	6,235
Allocated support costs	668	937	1,515	3,120	3,014
TOTAL 2025	<u>6,578</u>	<u>945</u>	<u>2,533</u>	<u>10,056</u>	<u>9,278</u>
TOTAL 2024	<u>5,934</u>	<u>866</u>	<u>2,478</u>	<u>9,278</u>	

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

8. ANALYSIS OF EXPENDITURE BY CHARITABLE ACTIVITIES

	Activities undertaken directly 2025 £000	Support costs 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Education	6,902	3,120	10,022	9,249

ANALYSIS OF DIRECT COSTS

	Total funds 2025 £000	Total funds 2024 £000
Staff costs	5,869	5,071
Educational supplies	250	214
Examination fees	153	166
Staff development	34	28
Other costs	77	109
Supply teachers	41	221
Educational consultancy	119	168
Technology costs	359	258
	6,902	6,235

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

8. ANALYSIS OF EXPENDITURE BY CHARITABLE ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Total funds 2025 £000	Total funds 2024 £000
Staff costs	643	619
Depreciation	714	725
Other allocated support costs	30	30
Supply Staff	3	-
Recruitment and support	18	87
Maintenance of premises and equipment	342	321
Cleaning	279	247
Rent and rates	94	89
Energy costs	216	205
Insurance	29	27
Catering	466	434
Technology costs	81	72
Office overheads	177	131
Gain on disposal of fixed assets	(5)	-
Governance	33	27
	3,120	3,014

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) for the year includes:

	2025 £000	2024 £000
Operating lease rentals	71	50
Depreciation of tangible fixed assets	714	725
Fees paid to auditors for:		
- audit	14	15
- other services	3	3

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

10. STAFF

a. STAFF COSTS AND EMPLOYEE BENEFITS

Staff costs during the year were as follows:

	2025	2024
	£000	£000
Wages and salaries	4,792	4,306
Social security costs	563	451
Pension costs	1,183	956
	6,538	5,713
Agency staff costs	44	221
	6,582	5,934

b. SPECIAL STAFF SEVERANCE PAYMENTS

Included in severance payments are non-statutory / non-contractual severance payments totalling £NIL (2024: £Nil).

c. STAFF NUMBERS

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

	2025	2024
Teachers	60	59
Administration and Support	62	63
Management	9	7
	131	129

The average headcount expressed as full-time equivalents was:

	2025	2024
	No.	No.
Teachers	57	56
Administration and support	40	37
Management	9	7
	106	100

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

10. STAFF (CONTINUED)

d. HIGHER PAID STAFF

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

	2025	2024
In the band £60,001 - £70,000	6	6
In the band £70,001 - £80,000	7	2
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	-	1
In the band £100,001 - £110,000	1	-
	<u><u> </u></u>	<u><u> </u></u>

e. KEY MANAGEMENT PERSONNEL

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £1,006,564 (2024 - £957,845).

11. TRUSTEES' REMUNERATION AND EXPENSES

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

		2025	2024
		£000	£000
Mr Matthew Round, Staff Trustee	Remuneration	35 - 40	30 - 35
	Pension contributions paid	5 - 10	5 - 10
The Reverend Edwin Carmichael, Staff Trustee	Remuneration	-	10 - 15
	Pension contributions paid	-	0 - 5

During the year ended 31 August 2025, no Trustee expenses have been incurred (2024 - £NIL).

12. TRUSTEES' AND OFFICERS' INSURANCE

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

ALL SAINTS' ACADEMY, CHELTENHAM
(A COMPANY LIMITED BY GUARANTEE)

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

13. TANGIBLE FIXED ASSETS

	Leasehold Land and Buildings £000	Furniture and equipment £000	Mechanical Equipment £000	IT Equipment £000	Plant and Equipment £000	Total £000
COST OR VALUATION						
At 1 September 2024	21,921	1,761	4,115	2,404	96	30,297
Additions	58	4	137	53	34	286
Disposals	-	-	-	-	(29)	(29)
At 31 August 2025	21,979	1,765	4,252	2,457	101	30,554
DEPRECIATION						
At 1 September 2024	5,100	1,707	3,227	2,398	56	12,488
Charge for the year	394	19	273	13	16	715
On disposals	-	-	-	-	(22)	(22)
At 31 August 2025	5,494	1,726	3,500	2,411	50	13,181
NET BOOK VALUE						
At 31 August 2025	16,485	39	752	46	51	17,373
At 31 August 2024	16,821	54	888	6	40	17,809

ALL SAINTS' ACADEMY, CHELTENHAM
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

13. TANGIBLE FIXED ASSETS (CONTINUED)

Included in the net book value of property displayed above are the following amounts ascribable to land:

	2025	2024
	£000	£000
Long-term leasehold land	3,332	3,362

Long-term leasehold land is to be depreciated over the term of the lease.

14. DEBTORS

	2025	2024
	£000	£000
Trade debtors	3	15
Other debtors	13	4
Prepayments and accrued income	428	237
Tax recoverable	62	36
	506	292

15. INVESTMENTS

	2025	2024
	£000	£000
Lloyds Bank - Medium fixed term deposit	500	-

The deposit amount of £500k has a maturity date of 22nd September 2025, with a fixed gross interest rate of 3.5%.

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£000	£000
Trade creditors	25	143
Other taxation and social security	130	115
Other creditors	202	58
Accruals and deferred income	185	312
	542	628

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16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR (CONTINUED)

	2025 £000	2024 £000
Deferred income at 1 September 2024	195	50
Resources deferred during the year	52	195
Amounts released from previous periods	(195)	(50)
	<u>52</u>	<u>195</u>

At the balance sheet date the Academy Trust was holding funds of £52,000 received in advance for:

- DfE Rates Relief Grant £44,000; and
- LA Children in Care Funding £8,000

17. FINANCIAL INSTRUMENTS

	2025 £000	2024 £000
FINANCIAL ASSETS		
Financial assets measured at amortised cost	<u>556</u>	<u>1,564</u>
	2025 £000	2024 £000
FINANCIAL LIABILITIES		
Financial liabilities measured at amortised cost	<u>(296)</u>	<u>(293)</u>

Financial assets measured at amortised cost comprise cash at bank and in hand, and other debtors.

Financial liabilities measured at amortised cost comprise trade creditors, accrued expenditure and pension creditor.

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NOTES TO THE FINANCIAL STATEMENTS
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18. STATEMENT OF FUNDS

	Balance at 1 September 2024 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2025 £000
UNRESTRICTED FUNDS						
DESIGNATED FUNDS						
Designated Funds - all funds	500	-	-	-	-	500
GENERAL FUNDS						
General Funds	404	454	(283)	(68)	-	507
TOTAL UNRESTRICTED FUNDS	904	454	(283)	(68)	-	1,007
RESTRICTED GENERAL FUNDS						
General Annual Grant (GAG)	320	7,355	(7,502)	(173)	-	-
Pupil Premium	-	372	(372)	-	-	-
Other DfE Group grants	-	720	(720)	-	-	-
Contribution from LA	-	483	(483)	-	-	-
Contribution from Diocese	-	-	-	-	-	-
Other restricted income	-	48	(48)	-	-	-
Pension reserve	-	45	66	-	(111)	-
	320	9,023	(9,059)	(173)	(111)	-

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NOTES TO THE FINANCIAL STATEMENTS
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18. STATEMENT OF FUNDS (CONTINUED)

**RESTRICTED
FIXED ASSET
FUNDS**

Capital sponsorship	16,899	-	(714)	-	-	16,185
DfE group capital grants	297	37	-	-	-	334
Capital expenditure from GAG and other restricted funds	613	-	-	241	-	854
	17,809	37	(714)	241	-	17,373
TOTAL RESTRICTED FUNDS	18,129	9,060	(9,773)	68	(111)	17,373
TOTAL FUNDS	19,033	9,514	(10,056)	-	(111)	18,380

**ALL SAINTS' ACADEMY, CHELTENHAM
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

18. STATEMENT OF FUNDS (CONTINUED)

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

Unrestricted general funds

General fund: income generated from trading activities which balance at the year end represents unspent revenue income amounts.

Designated fund: income set aside for a maintenance fund, the overall level of the maintenance fund reserve is not expected to exceed 5% of revenue income.

Restricted general funds

General Annual Grant: income from the DfE which is to be used for the normal running costs of the academy, including education and support costs.

Pupil Premium: this fund represents funding received from the DfE for children that qualify for free school meals to enable the academy to address the current underlying inequalities between those children and their wealthier peers.

Other DfE Group grants: this represents other non-GAG funding received from the DfE.

Contribution from Local Authority and Diocese: this fund represents funding received from the Local Authority and Diocese to support students with additional needs.

Other restricted income: this represents other grants from the government which are required to be spent on specific purposes.

Pension reserve: this represents the academy's share of assets and liabilities in the Local Government Pension Scheme (LGPS). The pension scheme is currently in a surplus due to an excess of scheme assets over scheme liabilities. This surplus has been appropriately derecognised in the financial statements.

Restricted fixed asset funds

Capital sponsorship: this represents the buildings and equipment donated to the academy on its creation.

DfE Group capital grants: these funds are received for direct expenditure on fixed asset projects. The fixed asset fund balance at the year end represents the net book value of assets any unspent grant amounts.

Capital expenditure from GAG and other restricted funds: this represents funding from the DfE used to cover the purchase of the academy assets.

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

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

18. STATEMENT OF FUNDS (CONTINUED)

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

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
UNRESTRICTED FUNDS						
DESIGNATED FUNDS						
Designated Funds - all funds	270	-	-	230	-	500
GENERAL FUNDS						
General Funds	548	425	(339)	(230)	-	404
TOTAL UNRESTRICTED FUNDS	818	425	(339)	-	-	904
RESTRICTED GENERAL FUNDS						
General Annual Grant (GAG)	50	6,975	(6,666)	(39)	-	320
Pupil Premium	-	353	(353)	-	-	-
Other DfE Group grants	-	623	(623)	-	-	-
Contribution from LA	-	531	(531)	-	-	-
Contribution from Diocese	-	-	-	-	-	-
Other restricted income	-	97	(97)	-	-	-
Pension reserve	-	25	56	-	(81)	-
	50	8,604	(8,214)	(39)	(81)	320

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

18. STATEMENT OF FUNDS (CONTINUED)

**RESTRICTED
FIXED ASSET
FUNDS**

Capital sponsorship	17,564	23	(688)	-	-	16,899
DfE group capital grants	309	-	(12)	-	-	297
Capital expenditure from GAG and other restricted funds	599	-	(25)	39	-	613
	<u>18,472</u>	<u>23</u>	<u>(725)</u>	<u>39</u>	<u>-</u>	<u>17,809</u>
TOTAL RESTRICTED FUNDS	<u>18,522</u>	<u>8,627</u>	<u>(8,939)</u>	<u>-</u>	<u>(81)</u>	<u>18,129</u>
TOTAL FUNDS	<u>19,340</u>	<u>9,052</u>	<u>(9,278)</u>	<u>-</u>	<u>(81)</u>	<u>19,033</u>

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000
Tangible fixed assets	-	-	17,373	17,373
Fixed asset investments	(500)	500	-	-
Current assets	1,506	43	-	1,549
Creditors due within one year	1	(543)	-	(542)
TOTAL	<u>1,007</u>	<u>-</u>	<u>17,373</u>	<u>18,380</u>

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19. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	-	-	17,809	17,809
Current assets	904	948	-	1,852
Creditors due within one year	-	(628)	-	(628)
TOTAL	904	320	17,809	19,033

20. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £000	2024 £000
Net expenditure for the year (as per Statement of Financial Activities)	(542)	(226)
ADJUSTMENTS FOR:		
Depreciation	715	725
Capital grants from DfE and other capital income	(37)	(23)
Disposals of tangible fixed assets	29	-
Accumulative depreciation on disposals of tangible fixed assets	(22)	-
Defined benefit pension scheme cost less contributions payable	(66)	(56)
Defined benefit pension scheme finance cost	(45)	(25)
Increase in debtors	(214)	(48)
(Decrease)/increase in creditors	(86)	164
NET CASH (USED IN)/PROVIDED BY OPERATING ACTIVITIES	(268)	511

21. CASH FLOWS FROM INVESTING ACTIVITIES

	2025 £000	2024 £000
Purchase of short term investment	(500)	-
Purchase of tangible fixed assets	(286)	(63)
Capital grants from DfE Group	37	23
NET CASH USED IN INVESTING ACTIVITIES	(749)	(40)

ALL SAINTS' ACADEMY, CHELTENHAM
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

22. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025	2024
	£000	£000
Cash in hand and at bank	543	1,560
TOTAL CASH AND CASH EQUIVALENTS	543	1,560

23. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2024 £000	Cash flows £000	At 31 August 2025 £000
Cash at bank and in hand	1,560	(1,017)	543
Liquid investments	-	500	500
	1,560	(517)	1,043

24. CAPITAL COMMITMENTS

	2025	2024
	£000	£000
CONTRACTED FOR BUT NOT PROVIDED IN THESE FINANCIAL STATEMENTS		
Acquisition of tangible fixed assets	123	-

**ALL SAINTS' ACADEMY, CHELTENHAM
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

25. PENSION COMMITMENTS

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

Contributions amounting to £137,251 were payable to the schemes at 31 August 2025 (2024 - £334,610) and are included within creditors.

TEACHERS' PENSION SCHEME

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

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

VALUATION OF THE TEACHERS' PENSION SCHEME

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

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

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

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

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25. PENSION COMMITMENTS (CONTINUED)

The employer's pension costs paid to TPS in the year amounted to £955,506 (2024 - £747,265).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website (<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>) for 2016 and www.teacherspensions.co.uk/news/employers/2023/10/valuation-result.aspx for 2020.

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

LOCAL GOVERNMENT PENSION SCHEME

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £364,818 (2024 - £331,684), of which employer's contributions totalled £288,383 (2024 - £262,815) and employees' contributions totalled £ 76,435 (2024 - £68,869). The agreed contribution rates for future years are 17.4 per cent for employers and 5.5-12.5 per cent for employees.

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

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

PRINCIPAL ACTUARIAL ASSUMPTIONS

	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	5.00

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

	2025	2024
	Years	Years
Retiring today		
Males	20.1	19.8
Females	24.3	24.3
Retiring in 20 years		
Males	22.6	22.4
Females	25.3	25.3

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NOTES TO THE FINANCIAL STATEMENTS
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25. PENSION COMMITMENTS (CONTINUED)

SHARE OF SCHEME ASSETS

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

	At 31 August 2025 £000	At 31 August 2024 £000
Equities	3,605	3,183
Government bonds	1,183	1,094
Property	732	647
Cash and other liquid assets	113	50
TOTAL MARKET VALUE OF ASSETS	5,633	4,974

The actual return on scheme assets was £262,000 (2024 - £537,000).

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

	2025 £000	2024 £000
Current service cost	(223)	(240)
Interest income	255	224
Interest cost	(210)	(199)
TOTAL AMOUNT RECOGNISED IN THE STATEMENT OF FINANCIAL ACTIVITIES	(178)	(215)

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

	2025 £000	2024 £000
AT 1 SEPTEMBER	4,114	3,711
Interest cost	210	199
Employee contributions	76	76
Actuarial (gains)/losses	(833)	(12)
Benefits paid	(109)	(100)
Current service costs	223	240
AT 31 AUGUST	3,681	4,114

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NOTES TO THE FINANCIAL STATEMENTS
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25. PENSION COMMITMENTS (CONTINUED)

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

	2025	2024
	£000	£000
AT 1 SEPTEMBER	4,114	3,711
Interest income	255	224
Actuarial gains	148	313
Employer contributions	289	296
Employee contributions	76	76
Benefits paid	(109)	(100)
Derecognition of pension surplus	(1,092)	(406)
AT 31 AUGUST	3,681	4,114

The Academy has an unrecognised surplus of £1,952,000 (2024: £860,000) in respect of its defined benefit pension scheme as it does not expect to recover the plan surplus either through reduced contributions in the future or through refunds from the plan.

26. OPERATING LEASE COMMITMENTS

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

	2025	2024
	£000	£000
Not later than 1 year	51	51
Later than 1 year and not later than 5 years	39	37
	90	88

27. MEMBERS' LIABILITY

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

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28. RELATED PARTY TRANSACTIONS

Owing to the nature of the Academy and the composition of the Board of Trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the DfE of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Academy'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, other than certain Trustees' remuneration and expenses already disclosed in note 11.

29. AGENCY ARRANGEMENTS

The academy distributes 16-19 bursary funds to students as an agent for Dfe. In the accounting year ended 31 August 2024 the academy received £21,738 (2024: £24,628) and disbursed £21,738 (2024: £24,628) from the fund.

30. GENERAL INFORMATION

All Saints' Academy, Cheltenham is a company limited by guarantee, incorporated in England and Wales. The registered office is Blaisdon Way, Cheltenham, Gloucestershire, GL51 0WH.

These financial statements are presented in Pound Sterling (£), these being the functional currency of the Academy. These financial statements are rounded to the nearest thousand pounds.