

Ethos Academy Trust

# Annual Report and Financial Statements for the Year Ended 31 August 2025

A Company Limited by Guarantee

Registered Company Number: 10745840 (England and Wales)

 [www.eat.uk.com](http://www.eat.uk.com)

 @EthosAcadTrust



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Nurturing inclusive learning communities

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# REFERENCE & ADMINISTRATIVE DETAILS

## Members

G Hughes  
R Gupta  
K Stevens

## Trustees

G Dewhirst, Chair of Trustees from 13 December 2024, Vice Chair until 13 December 2024  
L Nolan, Vice Chair  
S Corbridge  
T Greenough (appointed 12 December 2024)  
S Henshall (appointed 23 September 2025)  
P Mellor (appointed 23 September 2024)  
R Richards (appointed 1 September 2025)  
S Bridges-Wickham (appointed 1 September 2025)  
S Peedle (appointed 1 September 2025)

J Greenwell (resigned 10 December 2024)  
R Laybourn (resigned 26 November 2024)  
V Del Giudice, Chair of Trustees until 13 December 2024 (resigned 13 December 2024)

**Company Registration Number** 10745840 (England and Wales)

## Company Name

Ethos Academy Trust

## Principal and Registered Office

Reach Academy  
Batley Field Hill  
Batley  
WF17 0BQ

## Company Secretary

J Barr  
EDU Clerks  
138 The Oval  
Leeds  
West Yorkshire  
LS14 6BB

## Chief Executive Officer

C Davis

## Senior Management Team

C Davis, Chief Executive Officer (appointed 1 January 2025)  
K Hewson, Chief Education Officer (appointed 1 September 2025)  
N Millington, Chief Operating Officer (appointed 01 July 2025)  
V Evans, Chief Finance Officer (appointed 01 September 2025)  
R Smith, Executive Head

L Conway, People and Culture Lead  
J Foster, Chief Executive Officer (retired 31 December 2024)  
D Bennett, Chief Finance and Operating Officer (retired 31 August 2025)  
AM Oliver, Director of Education (resigned 31 August 2025)  
M Richardson, Executive Head (resigned 31 September 2025)

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**Independent Auditor**

Armstrong Watson Audit Limited  
Chartered Accountants & Statutory Auditors  
Third Floor  
10 South Parade  
Leeds  
LS1 5QS

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**Bankers**

Lloyds Bank plc  
5 Gresham Street  
London  
EC2 7HN

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**Solicitors**

Stone King LLP  
One Park Row  
Leeds  
LS1 5HN

# TRUSTEES' REPORT

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year from 1 September 2024 to 31 August 2025. The Trustees confirm that the annual report and financial statements of the Academy Trust comply with the current statutory requirements, the requirements of the Academy Trust's governing document, the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" effective from 1 January 2015, and the Financial Reporting Standard 102 (FRS102).

During the year, Ethos Academy Trust operated six academies: one primary pupil referral unit academy in Kirklees; three secondary pupil referral units in Kirklees and Wakefield, one primary and secondary pupil referral unit in Wakefield and one primary and secondary special school in Rotherham. It also operated an alternative provision for pupils in Rotherham who are not able to access an on-site offer. Its academies had a combined pupil capacity of c.476 (full time equivalent places) and in the school census in October 2024 had a roll of 430. The MAT has also secured DfE approval to open two new free schools in Leeds and Barnsley/Sheffield. This expansion of the Trust is in line with our strategic objective of increasing the quality and depth of Ethos.

The Board would like to take this opportunity to thank all staff across the Trust for their dedication and hard work. Our people are our principal asset and they underpin everything that the Trust does.

## Structure, Governance and Management

### a. Constitution

Ethos 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 Ethos Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company operates as Ethos Academy Trust.

Details of the Trustees who served during the year, and to the date these accounts are approved, are included in the Reference and Administrative Details on page 1.

### b. Members' liability

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

### c. Trustees' indemnities

In accordance with normal commercial practice, Ethos Academy Trust has taken out insurance through the Education and Skills Funding Agency (DFE) Risk Protection Arrangement (RPA) scheme. This provides unlimited professional indemnity cover.

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

Recruitment has taken place for new Trustees during the reported period. Applicants are required to complete an online 'expressions of interest form' and are invited to visit the Trust and meet with the CEO and Chair of the Board. Consideration to potential applicants is then given by the Board prior to a recommendation being taken to Members. New Trustees have been appointed to meet the required skill sets.

#### e. Policies and procedures adopted for the induction and training of Trustees

An induction programme is provided for new Trustees and tailored to their needs depending on their existing experience. A full induction pack including Trustee Handbook, code of conduct, role descriptions, Scheme of Delegation and supporting documentation is also provided to Trustees upon appointment.

Trustees are required to complete a minimum of a Level One safeguarding course online. In addition to this, a broad range of training and development opportunities are available to enable Trustees to enhance their skills and knowledge. Trustees are encouraged to pursue individual training and development in addition to participating in learning activities undertaken by the full Board. All Trustees are required to declare their formal interests in a register which is updated on a continuing basis.

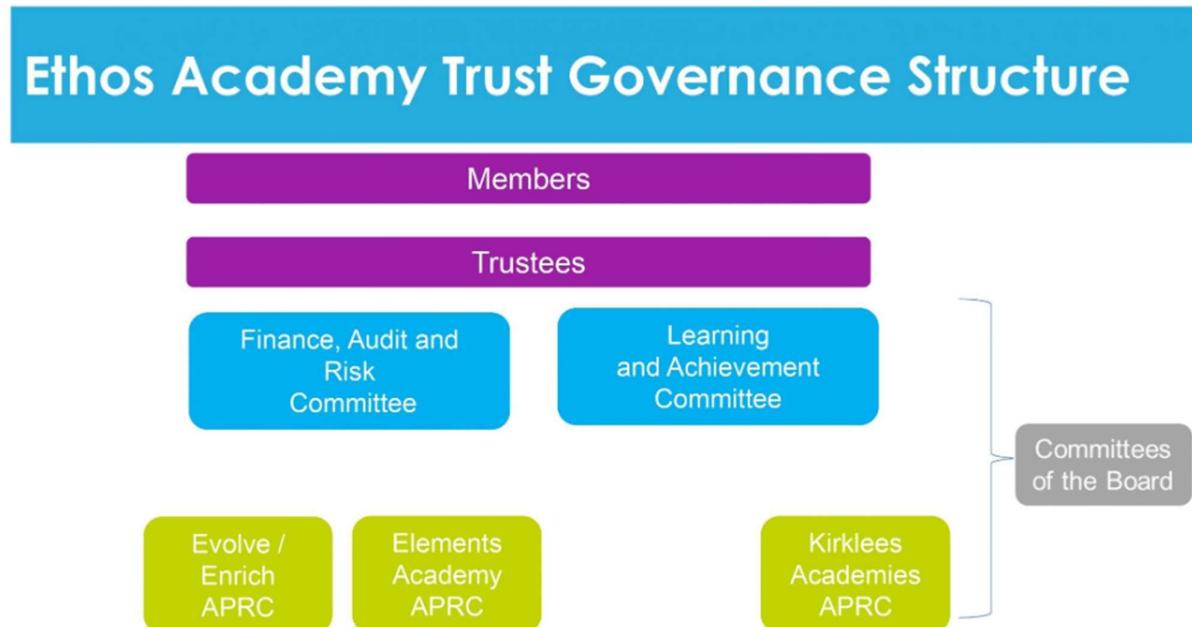
#### f. Organisational structure

Ethos Academy Trust has a full Scheme of Delegation in place which is reviewed annually, and details how decision-making powers are delegated between the members, the Board, the CEO, Executive colleagues and Heads of individual academies. Local Governing Boards, known as Academy Performance Review Committees (APRC) took place with three meetings taking place during 2024-25.

The main Board met 5 times during 2024-25. In addition to local layers of governance, the Board had two further committees. These were the Finance, Audit and Risk Committee and the Learning and Achievement Committee. Terms of Reference of each Committee are reviewed annually by the Board.

The CEO is the accounting officer and undertakes all duties linked to this post and is accountable to the Board.

#### Ethos Academy Trust Governance Structure 2024-25:



As at 31.08.2025, there were 6 Trustees in post out of a possible maximum of 11. (The minimum requirement is 3 Trustees).

As at 31.08.2025, there were 3 Members in post out of a possible maximum of 7. (The minimum requirement is 3 Members. The maximum of 7 is not a target nor an expectation, although the DfE's strong preference is for MATs to have at least 5 Members wherever possible).

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

The Trust has a robust strategy for the scrutiny of staff performance and remuneration. All teachers, including head teachers, are paid in accordance with the School Teachers' Pay and Conditions document.

Performance Management of the CEO is carried out by a subcommittee of Trustees. Pay recommendations were then taken to the Board of Trustees for approval. Central Trust senior leaders are line managed by the CEO or CFOO and headteachers and heads of school are directly line managed by the Director of Education.

Teachers and support staff progress through their relevant pay scales subject to successful performance in their role. The CEO and Director of Education audit performance management documentation and remuneration decisions made at individual academy level to monitor equity of approach across the Trust.

**h. Trade union facility time**

In line with the Trade Union (Facility Time Publication Requirements) Regulations 2017, the Trust's analysis is as follows:

Relevant union officials

Number of employees who were union officials during the relevant period	Full-time equivalent employee number
2	2

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Description	Figures
The total cost of facility time	£0
The total pay bill	£9,116,202
The percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) x 100	0%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) x 100	0%
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#### **i. Engagement with employees (including disabled persons)**

Ethos Academy Trust encourages the involvement of its employees in its management through regular meetings. These include Executive Leader Meetings and Academy Liaison Groups (where staff are asked to feedback on Trust developments). Staff are kept regularly up to date on Trust news and developments via a half termly staff newsletter. Ethos Academy Trust recognises Trade Unions and holds regular updates with union representatives. The Executive Leadership Team also have a responsibility to disseminate certain information of a particular concern to employees from the Trust and on a local Academy basis including financial and economic matters affecting the performance of the Trust and for receiving views on matters of policy affecting them.

#### **Equal opportunities and employment of disabled persons**

Ethos Academy Trust is committed to ensuring equality of education and opportunity for all stakeholder including pupils, staff, parents and carers receiving provision from the service, irrespective of age, disability, race, religion or belief, sex, sexual orientation, socio-economic background, gender reassignment, marriage and civil partnership and pregnancy and maternity. We aim to develop a culture of inclusion and diversity in which all those connected to the Academy feel proud of their identity, able to participate fully in the provision offered and feel valued, cared for and listened to.

Ethos Academy Trust aims to meet the obligations under the Public Sector Equality Duty by having due regard to the need to eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.

Ethos Academy Trust Equality Policy is supplemented by equality objectives within each academy. The equality objectives have some common themes but are focussed on making a real and meaningful difference at individual academy level, with measurable outcomes.

In addition to this, Ethos Academy Trust has three overarching trust-level objectives as follows:

**Equality:** Ensure that the Trust remains a nurturing and inclusive environment for both their workforce and students through a robust induction process and continuing training programmes that encompass opportunities to educate and empower individuals to address and action inequalities within their workplace/academy where they find them.

**Diversity:** Ensure that the celebration of diversity is evident within individual academies and centrally through curriculum planning, media communications and environments by promoting an accurate representation of the diverse communities within the Trust, with a focus of further developing safe spaces for individuals from diverse ethnic backgrounds and the LGBTQIA+ community.

**Inclusion:** Increase the feelings of inclusivity within the Trust community, developing employee resource groups that celebrate and bring together those that share an affinity, allowing them to connect across all the academies.

The Trust's Equality and Diversity Policy is publicly available. The Trust also has a Dignity at Work Policy

#### **Disability statement**

The academies seek to achieve the objectives set down in the Equality Act 2010.

- All child-facing staff support and meet the needs of our pupils' SEN and disabilities.
- We provide training and raise awareness for managers and all other employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination. Additionally, the Trust has a Dignity at Work Policy in place.
- The Trust deals with admissions in a non-selective way, taking in students from all communities and of all abilities without discrimination and serving the local community as a priority.
- Ethos Academy Trust together with each academy has made a significant investment in the appointment of specialist teachers to support our diverse pupil cohort. There are additional therapeutic options available to meet pupil need within the Trust.
- There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for pupils who have learning difficulties and/or disabilities. The Trust individual academies have comprehensive PSHE curriculum plans including relevant topics such as anti-bullying, PRIDE and how economic structures can influence opinions and ideals, as an integral part of their overall curriculum offer to provide teaching and learning surrounding discrimination, harassment, victimisation and other unlawful conduct under the Equality Act (2010).

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

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

The Trust operates a zero-tolerance policy on related party transactions that could confer personal benefit. During the year, the Trust maintained collaborative relationships with local schools and other Trusts to support pupils with Social, Emotional and Mental Health needs and to deliver exclusions contracts. All charges for these services were made directly to the local authority; no related party transactions requiring DFE approval occurred.

To manage conflicts of interest, all transactions involving related parties or connected organisations are conducted at arm's length, in accordance with the Trust's financial regulations, normal procurement procedures, and the Academy Trust Handbook.

## Objectives and Activities

### a. Objects and Aims

The objects of the company are specifically restricted to the following: To advance for the public benefit education in the United Kingdom by establishing, maintaining, carrying on, managing and developing schools offering a broad and balanced curriculum; or education institutions which are principally concerned with providing education for children of compulsory school age who, by reason of illness, exclusion from school or otherwise, may not for any period receive suitable education unless alternative provision is made for them.

### b. Objectives, Strategies and Activities

Ethos Academy Trust has had a five-year strategic development plan 2021-2026. As the academic year 2024/25 progressed, it was agreed by the Board that the key objectives of this plan have already been achieved, resulting in a decision being made to launch a one year development plan with a view this to being extended or re-written with the expected appointment of a new CEO.

Ethos Academy Trust serves as a system leader and a values-driven organisation. It views education as a powerful vehicle for achieving better outcomes for all learners, including those facing disadvantage, regardless of their starting points. The Trust works with a high proportion of young people from lower-income backgrounds and those with SEND.

The Trust has a comprehensive and robust monitoring and risk assurance framework.

Ethos Academy Trust's vision is to create **nurturing inclusive learning communities**. To enable us to achieve this, our mission is that Ethos Academy Trust will **draw upon the expertise of our specialist staff and wider partners to provide timely, personalised support, intervention and provision in order to maximise the life chances of all children and young people, informed by a thorough understanding of their strengths and needs**.

### The Trust's core values are:

#### Leading with integrity

- Championing honesty and transparency
- Building trusting relationships

#### Thinking innovatively

- Finding creative solutions
- Meeting individual need

#### Encouraging freedom and responsibility

- Working collaboratively
- Investing in effective partnerships

### Celebrating achievement

- Improving academic progress
- Enriching personal development

### Improving continuously

- Raising standards
- Developing strong and effective leaders

### The Trust's strategic objectives for 2021-25 have been:

#### Priority 1

**Become leaders in inclusive practice:** Increase the quality and breadth of Ethos Academy Trust provision by further enhancing meaningful and personalised opportunities for all pupils to sustain positive engagement in lifelong learning.

#### Priority 2

**Change the wider public narrative regarding SEMH pupils and provision:** Develop Ethos Academy Trust's role as an expert and influencer on inclusion in relation to SEMH policy and practice at a local, regional and national level, contributing to wider sector improvement activity.

#### Priority 3

**Develop expert practitioners in inclusive, SEND practice:** Ethos Academy Trust will invest in the development of a strong, healthy, engaged and motivated workforce of inclusive leaders, teachers and support staff who excel at securing outstanding outcomes for pupils with SEMH needs within and beyond the Trust.

### c. Public Benefit

The Trustees have complied with their duty to have due regard to the Charity Commission's guidance on public benefit in exercising their powers or duties, in particular to its supplementary guidance on advancing education. The main public benefit delivered by the Trust is the advancement of education.

### Strategic Report

#### Achievements, Progress and Performance 2024-25

#### Objective 1 - Become leaders in inclusive practice

- A review of professional networks drove strategic and operational developments having assessed impact and workload.
- Following a 'good' Inspection, Evolve Academy has continued to embed effective practice
- Capital planning secured significant grant funding to further develop our inclusive internal and external learning spaces.

## Objective 2 - Change the wider public narrative regarding SEMH pupils and provision

- Contribution to wider sector improvement activity was further built upon through investment in new and existing key strategic partnerships and forums with a shared sense of purpose.
- On going work with the DfE whom awarded the Trust with two new special free schools in new local authorities.
- The Trust increased its system leadership through the delivery of key local authority initiatives.

## Objective 3 - Develop expert practitioners in inclusive, SEND practice

- Staff retention rates have been sustained, and recruitment of strong Trust leaders is seeing a real difference in raising standards and expectations for all.
- Better use of the Apprenticeship Levy is bringing about a more skilled workforce.
- Professional networks became further embedded, providing effective support and exciting development opportunities for middle and senior leaders.

All six academies had a successful year, as summarised below:

### **Ethos College:**

In 2024/25, Ethos College exceeded its PAN numbers by 4, resulting in increased financial security for both the school and the Trust. The school continues to take pupils from both Kirklees local authority and neighbouring local authorities, and relationships are strong.

Ethos College achieved an attendance value-added of 9.5%. This demonstrates that pupils enrolled in 2024/25 attended more consistently than at their previous school, indicating increased engagement with their education and a stronger foundation for improved academic outcomes

At Ethos College, 83% of pupils achieved a Basics Level 1 (grade 1-3), against the national AP average of 52%. Ethos College also achieved an average attainment 5 score above national SEND figures. At Ethos College, entry Level qualifications in English and maths are a core strength, with pupils progressing from year 10 through to Functional Skills or GCSEs, supporting sustained academic development. Further exploration of Entry level qualifications across the curriculum would lead to all pupils being appropriately accredited for the curriculum they study.

The academy had an external review. The report for Ethos College stated that:

“Leaders have successfully worked with hyper-nervous and dysregulating pupils in only a few weeks so that many are now able to engage in conversation with strangers... The academy is well led and managed. The positive culture has attracted the new head to take up the post, and she is well supported by the experienced executive head who has led the academy previously”

Ethos College have an external safeguarding review booked for Autumn term 2. This has been arranged by the Trust safeguarding lead, with an external auditor.

### **Reach Academy:**

In 2024/25, Reach Academy exceeded its PAN numbers by 3, resulting in increased financial security for both the school and the Trust. The school continues to take pupils from both Kirklees local authority and neighbouring local authorities, and relationships are strong.

Reach Academy achieved its highest attendance rate in 2024/25 at 72.17%, with a value-added of 12.89%, representing a nearly 10% increase from 2023/24. This was achieved through the leaders' unwavering commitment to improving pupil attendance by breaking down barriers and supporting pupils and their families.

Reach Academy have invested significantly in its building and environment, developing pupil-centred spaces where children can thrive in school. Pupils now have access to intervention spaces, a fully equipped sensory room and outdoor play equipment; all of which help support their social, emotional and mental health development.

An external assurance visit found that Reach Academy;

"In surveys, 100% of parents felt that the academy dealt with bullying effectively. 93% of pupils feel safe in school and have an adult they feel comfortable to talk to. 100% of staff understand the vision and values of the Trust... Leaders have developed a range of break-out spaces for students to calm themselves and work with staff to become ready for learning. These are designed to meet a variety of needs, with some being plainly decorated and low-lit. There is a well-equipped sensory room, a boxing gym, outdoor play space and a Recovery Room designed to minimise the risk of damage to self, others or property."

Reach Academy have an external safeguarding review booked for Autumn term 2. This has been arranged by the Trust safeguarding lead, with an external auditor.

### **Engage Academy:**

In 2024/25, Engage Academy exceeded its PAN numbers by 1, resulting in increased financial security for both the school and the Trust. The school continues to take pupils from both Kirklees local authority and neighbouring local authorities, and relationships are strong.

Engage Academy achieved an attendance rate of 83.55%, and a value-added of 19.6%. The exceptional value-added highlights the transformative impact that the school is having on its pupils' engagement in education and school life.

The school had only one suspension throughout the entire academic year, reflecting its strong commitment to inclusion and its dedication to fostering a supportive community where every pupil feels valued and a true sense of belonging.

83% of pupils achieved expected progress in maths, 80% in writing, and 77% in reading. These strong results reflect the hard work and dedication of pupils and staff, demonstrating a consistent commitment to raising standards and supporting every learner to succeed.

An external quality assurance partner has made the following statements

"Leaders have prioritised the reaccreditation of the 360° Safe Award within the School Development Plan, to promote online safety amongst students and their families... Overall attendance over the last three years has been significantly above the national average of 57.5% for PRUs: 2023/24 = 86.58%, 2024/25 = 83.55%... A group of parents was interviewed at the end of the academy day. All expressed gratitude that their children have placements and said that they felt confident when sending them to the academy that they would cope with the full day, which they had not managed in mainstream schools."

Engage Academy have an external safeguarding review booked for Autumn term 2. This has been arranged by the Trust safeguarding lead, with an external auditor.

### **Evolve Academy:**

Evolve Academy continues to go from strength to strength and is now a very stable school where attendance is increasing and engagement in learning continues to strengthen. An external report for Evolve Academy stated that:

"The academy is well lead and managed. All leaders can articulate clearly not only the systems they were responsible for but the shared ethos of the academy. Leaders are accurate in their evaluation and have prioritised next steps appropriately... Pupils are able to talk eloquently and positively about the provision at the academy and compared it very favourably with their experience in mainstream schools."

Evolve Academy has been working closely with Wakefield Local Authority to expand provision to KS1 and 2, increasing number of places.

Evolve Academy have an external safeguarding review booked for the future. This has been arranged by the Trust safeguarding lead, with an external auditor. The most recent survey shows that over 90% of children feel they have an adult who they can trust and go to for support. Corridors are calm and purposeful.

#### **Elements Academy:**

Since the Ofsted inspection of Elements in February 2025, an interim Headteacher has been appointed. During this period, the entire staff team has worked collaboratively to implement significant improvements across the school, resulting in an enhanced educational experience for all pupils. Relationships with the local authority have strengthened, and partnerships with parents are now robust, driven by the school's unwavering commitment to fostering a sense of community and encouraging parents to take an active role in their child's education.

Stakeholder surveys show an improvement in a supportive culture with an improved 89% of staff saying they're comfortable asking a colleague for support.

Elements Academy demonstrates strong performance among those pupils that are entered for GCSEs, with good pass rates achieved across all subjects except Sport.

The school is now working in partnership with the Local Authority to ensure the school continues to improve following this great work.

#### **Enrich Academy:**

At Enrich Academy the staff team have worked hard to strengthen the curriculum offer and ensure this is more bespoke for students. The curriculum is now more broad, balanced and provides an entry-level pathway in English and Mathematics. In addition to this there is an increased number of vocational options. Leaders now have a robust plan to ensure the school will see improved outcomes year on year. During the year the school have faced challenges with new and complex societal challenges coming into the school environment, and this has been hard to manage.

From the stakeholder survey- 81% of staff say they enjoy the work that they do, and 82% stay they're now clear on the vision.

A recent external review of the school has found that;

"Significant investment has been made to put in extra capacity and to investment in the site and staffing capacity. Experienced Interim leaders have been appointed to lead the academy before the substantive leader joins the school. Trust leaders know that there is still a great deal to do, and there is a clear commitment to build a successful academy. They have identified the most critical actions that will have most impact quickly."

Student attendance at the school remains a significant challenge, as does the increasing complexity of behaviours.

**a. Key Performance Indicators**

The Board considers that the following are key performance indicators for the Academy Trust:

Financial
Forecasting accuracy
Revenue generation
Operations and Risk
Progress against internal audit findings.
Progress against external audit findings.
Audit Controls/ Issues- low number of issues.
All DFE returns completed within deadlines.
Near miss reporting
First Aid Incidents
GDPR Data Breach Queries
Learning and Achievement: Academy Standards
Student Progress, Outcomes and pathways
Behaviour
Attendance
Partial timetables
Teaching and learning effectiveness
Safeguarding
Leadership and vision
SEND
HR
Stakeholder Voice (staff, parents, pupils): Annual Survey Results (including engagement %)
Staff attendance
Staff retention
Workforce Development (% of staff undertaking / attaining professional accreditation)
Internal Promotion
% of first time recruitment
% of staff who pass probation at 6 months
Number of vacancies filled internally or externally
Flexible working requests (%)

The Board receives updates against the above indicators through the various reporting mechanisms during the year and considers that all key performance indicators listed have been successfully met.

#### **b. Going Concern**

The Trustees acknowledge that 2024/25 was a period of high inflation with economic and political uncertainty. They recognise that this uncertainty is likely to continue to bring financial risk to the Trust during the next 12 months, some of which cannot be planned for. In the immediate future the Trustees also recognise that there will undoubtedly be unpredictable cost and income pressures as a result. However, the strong cash balances, asset base and reserves position held mean that the Trust should be sustainable going forward. **It is a key priority of the Board to ensure that the financial controls which are applied at the Trust are comprehensive and sufficiently flexible to adapt to the changing funding conditions.**

In the longer term, pressures from teachers' and support staff pay awards together with significantly increased energy costs and general uncertainty are creating unsustainable pressures for schools and academy trusts. Without increases in per-pupil funding to offset these cost increases, there is uncertainty around the medium to long-term outlook for many schools and trusts. This is a sector-wide issue that will need to be addressed by funding decisions from central government. We welcome the news related to additional funding for inflationary pressure, but concerns remain about the ability of this to offset the full amount of financial difficulties.

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the 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**

This has been the seventh year of operation for Ethos Academy Trust. The accounts show a healthy cumulative surplus of £1,996k an increase of £1,381k from the previous year (2024: £615k). This is including fixed asset spend and pension actuarial adjustments. During the period ending 31 August 2025 total income, excluding fixed asset fund income, was £17,566k (2024: £15,060k), and total expenditure, excluding depreciation was £16,456k (2024: £14,877k). The total surplus across the Trust, with expenditure being less than income, and excluding restricted fixed asset funds and remeasurement of pension scheme obligations, was £550k (2024: £330k deficit), although this was after contributing £340k to capital projects. At 31 August 2025 the net book value of fixed assets was £22,067k (2024: £21,352k).

Trustees require that adequate reserves are in place to mitigate against any future changes in funding. Trustees also feel it as essential to have sufficient reserves for any future capital needs and expansion plans. The budget position shows an in-year surplus for FY24/25 and FY25/26. The Trust has plans to utilise reserves to deliver its 5-year strategic capital plan.

The Trust received the majority of its funding from the Local Authority as top up funding per pupil. Additional place funding of £10k per pupil is also received from the DFE. This funding is used to support the key objectives of the Trust.

#### **a. Reserves Policy**

The Trustees review the reserve levels of the Trust, against the parameters set out in the reserves policy, on a frequent basis throughout the year through management accounts, statutory year end accounts and the budget setting process. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

Total revenue reserves of the Trust are £1,972k (2024: £1,422k) as at 31 August, and this excludes the fixed asset fund of £23,287k (2024: £21,841k) and the pension reserve deficit of £nil (2024: £(nil)). The amount of free funds, being total funds less the amount held in fixed assets and restricted pension funds is £1,972k (2024: £1,422k). The reserves policy states that reserves should be maintained at an equivalent of between 1 and 3 years of estimated depreciation (as a proxy for capital expenditure requirements to maintain the Trust estate). This ensures that reserves are retained by the Trust to cover future capital projects as identified in the detailed capital plan and required to maintain our building assets.

The Trust held total fund balance reserves of £25,259k as at 31 August 2025 (2024: £23,263k), comprising of £23,287k (2024: £21,901k) of restricted funds including a pension deficit of £nil (2024: £nil), restricted general funds of £610k (2024: £60k) and unrestricted funds of £1,362k (2024: £1,362k).

The Trust is carrying a net deficit of £nil (2024: £nil) on the pension reserve, but at all previous year ends it was in deficit and it was anticipated that over time this would be brought back into balance through the payment of monthly pension contributions, based on a percentage of gross salaries, into the Local Government Pension Fund, and other elements to address the position.

The Trust has a Reserves Policy to protect its activities by providing a minimum reserves balance of c.£628k being one year's worth of depreciation/ capital expenditure. The maximum expected ongoing reserves level is approximately £1,885k being three years of typical ongoing capital expenditure levels. Given the growth ambitions of the Trust the management of reserves will be reviewed regularly.

The levels of reserves held are in line with the Trust Reserves and Treasury Management Policy. The reserves provide for an unpredictable future financial environment and to ensure that the Trust has sufficient resources to continue to advance the education of pupils and to make sufficient provision for future cash flow requirements and capital procurement.

#### **b. Investment Policy**

The Trust has a Reserves and Treasury Management Policy. The objectives of this policy are to ensure that the Trust: -

- maintains sufficient cash balances in its current account to meet its day-to-day commitments;
- invests surplus cash to earn an acceptable rate of return without undue risk;
- complies with the Academies Financial Handbook and ensures that security of funds takes precedence over revenue maximisation;
- considers spreading risk between differing institutions to reduce risk.

#### **c. Principal Risks and Uncertainties**

The Trust has a Risk Management Policy and maintains a Risk Register covering the principal risks and uncertainties facing the Trust. These are linked to our strategic objectives and reviewed along with the Trust's appetite for risk across our objectives. The risk register is reviewed regularly. The main areas of risk identified in the latest risk register are: -

- Elevate provision is suboptimal and poorly funded
- Reduced funding at our Wakefield academies had a negative impact on the Trust
- Funding levels at Elements results in a deficit budget and financial liability for the Trust

- Low level issues are not adequately addressed (e.g. safeguarding) resulting avoidable in higher tariff incidents
- Trustee turnover destabilises the Trust and impacts on confidence

To mitigate against these risks, the Trust has taken the following action: -

- Agreement on a new proposal for Elevate provision (with RMBC) including a new funding model
- Creation of a stabilised staffing plan and restructuring to meet the needs of the revised funding
- Budget improvement and recovery plan developed and implemented to ensure long-term financial security
- Additional training, new policies and serious case reviews
- Robust induction plans and strategies to ensure stable and effective governance and a degree of continuity

### Fundraising

The Trust adds to its grant funding by undertaking fund-raising activities where possible and has created a Business Plan to identify opportunities to raise additional funds and generate income for the Trust. These include utilising the unique specialism of the Trust in SEMH needs to provide training and networking events for education professionals.

In addition, in 2024/25, the Trust successfully applied for a number of small grants for specific projects. The Trust did not engage the services of any professional fundraisers for the 2024/25 financial year.

### Streamlined energy and carbon reporting

The Academy Trust's greenhouse gas emissions and energy consumption for the year are:

UK Greenhouse Gas Emissions and Energy Use Data for the period 1 September 2024 to 31st August 2025	1 September 2024 to 31 August 2025
Energy consumption used to calculate emissions (wKh)	1,475,720.81
Energy consumption breakdown:	
Gas	988,021.23
Electricity	470,814.38
Transport Fuel	16,885.20
Scope 1 - Emissions in metric tonnes CO2e	
Gas Consumption	180.97
Owned Transport - Mini Buses	-
Total Scope 1	185.19

Scope 2 - Emissions in metric tonnes CO2e	
Purchased Electricity	91.05
Scope 3 - Emissions in metric tonnes CO2e	
Business travel in employee-owned vehicles	3.27
Total gross emissions in metric tonnes CO2e	279.9
Intensity Ratio Tonnes CO2e per pupil	0.583125

### Quantification and Reporting Methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2025 UK Government's Conversion Factors for Company Reporting.

### Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

### Plans for Future Periods

During this period, the Trust is preparing to embark on its next strategic development plan. This plan was shaped following an Executive and Trustee session held in summer 2025 and will lead to the launch of our **"Strategy to Deliver Excellence."** The key aims of this strategy are outlined below.

Aim 1:  Deliver an <b>EXCELLENT</b> Educational Experience for All pupils, while being a specialist in all aspects of SEND	Aim 2:  Deliver <b>EXCELLENT</b> wellbeing, inclusion, and safeguarding practices across the Trust for all students and staff.	Aim 3:  Provide <b>EXCELLENT</b> Trust-Wide Leadership, Operational / Financial strategy and Sustainability	Aim 4:  Operate as a collaborative and <b>EXCELLENT</b> Trust community, open to all growth and opportunities
Aim 5:  Leverage <b>EXCELLENT</b> Digital Technology to transform Learning and Operations, allowing our organisation to thrive.			

The aims are unapologetically ambitious for the staff, students, and communities we work with. We recognise that delivery will not be easy, but we remain strongly committed to bringing this vision to life.

In addition to the strategic plan, the CEO and Board will continue to monitor developments in local and national policy, as well as trends within the academy sector, to ensure we make the best and most informed decisions for Ethos Academy Trust.

### Funds held as custodian on behalf of others

The Academy Trust does not hold any funds as custodian trustee for other persons or organisations.

### Disclosure of information to auditor

Insofar as the Trustees are aware:

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

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



**Graham Dewhirst**

Chair of Trustees

Date: 18/12/2025

# GOVERNANCE STATEMENT

## Scope of Responsibility

The Trustees acknowledge they have overall responsibility for ensuring that Ethos Academy Trust has effective and appropriate systems of control including finance. This 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 CEO (as accounting officer) for ensuring financial controls conform to the requirements of both propriety and good financial management. They are implemented in accordance with the requirements and responsibilities assigned in the funding agreement between Ethos Academy Trust and the Secretary of State for Education. They are 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 between 1 September 2024 and 31 August 2025. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustees	No. of meetings attended	Out of a possible
G Dewhirst Chair of Trustees from 13/12/24 Vice Chair until 13/12/24	5	5
L Nolan Vice Chair from 13/12/24	5	5
S Corbridge	3	4
T Greenough	3	3
P Mellor	5	5
S Henshall	4	5
S Peedle	0	0
J Greenwell	1	1
R Laybourn	0	1
V Del Giudice (Chair until 13/12/24)	2	2

**Key priority areas for the Board this year have included:**

- Recruitment of a new CEO.
- Supporting the Executive Team in preparing for the departure of the founding CEO and the transition to new leadership.
- Supporting the Trust in strengthening financial performance and controls in response to increasingly stringent funding constraints.
- Supporting the Executive Team in fully reviewing Trust standards to identify areas for improvement and opportunities to celebrate success.
- Actively supporting the new CEO in a comprehensive review of governance at all levels, resulting in a more robust governance framework and a strengthened Board composition.
- Establishing Interim Management Boards (IMBs) in schools where standards are not being met (two schools).
- Participating in meetings with the Department for Education and Ofsted.
- Providing a strong voice in shaping the Trust's strategic direction and defining its next 3-5-year strategic pillars.

The Board remains committed to further developing the role of the Trust's Members and to drawing on their broad range of experience. While the recruitment and retention of suitably experienced Trustees has been a continuing challenge, this is now being addressed and showing positive progress. Following a strong recruitment cycle during the summer term, four new Trustees have joined the Board, bringing with them a wealth of experience and diverse professional backgrounds that further strengthen the Board's capacity and perspective.

The **Finance, Audit and Risk Committee** is a sub-committee of the main Board of Trustees. Its remit is to:

- support the Board of Trustees in fulfilling its corporate governance and oversight responsibilities by providing advice that is independent of management on all items relating the Trust's finance, audit and risk arrangements and systems of internal control.
- ensure sound management of the Trust's finances and resources, including planning, monitoring, probity and value for money;
- advise the Board and Accounting Officer regarding the adequacy and effectiveness of the Trust's internal controls, risk management, governance and value for money systems and frameworks;
- advise the Board regarding the appointment of auditors and the planned audit approach, as well as considering reports from the internal and external auditors and other bodies and ensuring that actions are taken where required.
- advise the Board regarding the year-end accounts, strategic matters with financial implications, and other key matters;
- report to the Board any decisions taken in accordance with the Scheme of Delegation and delegated powers;
- oversee the Trust's risk management strategy, ensuring that it is fit for purpose and the appropriate mitigation is in place; and
- review Trust risk and health and safety arrangements and processes in confirming compliance with statutory policies and procedures.

### Key priority areas of focus have been:

- Strategically support the drafting of interlinking trust growth and income strategies that underpin the strategic aims of the Trust;
- Oversee the development of a fully costed 5-year strategic plan;
- Support the development of management account reporting and review mechanisms to facilitate timely and effective decision making; and
- Continually monitor and refine the reporting of the trust's capital plan to ensure timely, risk based, decision making.

The Finance, Audit and Risk Committee met four times between 1 September 2024 and 31 August 2025.

Trustees	No. of meetings attended	Out of a possible
Phil Mellor (Chair from 13/12/24)	4	4
G Dewhirst (Chair until 13/12/24)	4	4
S Corbridge	3	4

The **Learning and Achievement Committee** is also a sub-committee of the main Board of Trustees. Its remit is to:

- support the Board of Trustees in fulfilling statutory duties relating to curriculum, standards and safeguarding;
- support the Board in understanding the unique context of each academy whilst ensuring a consistent approach to reporting; and
- monitor and advise the Board regarding the performance and standards of the Trust's Academies, with reference to key performance data, including: the quality of the curriculum and key quantitative and qualitative benchmarks.

### Key priority areas of focus for the Learning and Achievement Committee have been:

- Work with new leaders to design a new reporting template
- Effectively challenge leaders around standards, data and other evidence; celebrating where this is working well, questioning where and why it isn't in certain areas and also propose Interim Monitoring Boards where progress is slow or hard to see.

The Learning and Achievement Committee met three times between 1 September 2024 and 31 August 2025

Trustees	No. of meetings attended	Out of a possible
S Henshall (Chair)	3	3
L Nolan	3	3
T Greenough	1	2

## Review of Value for Money

As Accounting Officer, the CEO is responsible for ensuring that the Academy Trust delivers good value in the use of public resources. The Accounting Officer fully understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

- **Reviewing Executive and Central structures within the Trust**, resulting in a more cost-effective, school-facing approach.
- **Internally scrutinising spending and decisions**, introducing new methods where needed, for example reducing the use of excessive external supply.
- **Assessing staffing structures at school level** and addressing issues where possible.
- **Reviewing the contracts register** and ensuring that high-value contracts follow detailed tendering exercises or approved government frameworks; the CEO has held one-to-one meetings with all key contract holders.
- **Actioning external reviews**, including governance and Health and Safety assessments.
- **Maximising the use of grant funding** available to the Trust (e.g., CIF, TCaF, RPA).
- **Ensuring effective estates management**, including the use of external surveyors to assess the condition of buildings and develop robust maintenance plans.
- **Collaborating with the DfE** and preparing for an SRMA review in the coming months.
- **Managing larger building projects** through third-party experts with strong track records in accessing grant funding (e.g., CIF) and managing tenders to ensure value for money.
- **Reviewing benchmarking data** for comparable schools.
- **Implementing recommendations from internal audit reviews**.
- **Identifying opportunities for internal growth and income generation strategies** across the Trust.

## The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on a process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Ethos Academy Trust 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 process for identifying, evaluating and managing the academy Trust's significant risks that has been in place for the period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of Trustees.

## The Risk and Control Framework

The Academy Trust's system of internal financial control is built on a framework of regular management information and established administrative procedures, including segregation of duties and a clear system of delegation and accountability. In particular, it encompasses:

- **Comprehensive budgeting and monitoring systems**, including an annual budget and monthly financial reports with variance analysis, which are reviewed by the Board of Trustees;
- **Regular reviews by the Finance, Audit, and Risk Committee** of reports on financial performance against forecasts, as well as major purchase plans, capital works, and expenditure programmes;
- **Internal reviews by Trust executives** assessing academy financial performance against forecasts, capital works, and income generation;
- **Reviewing and challenging benchmarking data** to ensure performance standards;
- **Clearly defined purchasing guidelines**, covering both asset purchases and capital investments;
- **Delegation of authority and segregation of duties** to maintain accountability and reduce risk; and
- **Identification and management of risks** to safeguard the Trust's financial stability.

The internal auditor's role includes providing advice on financial matters and conducting a range of checks on the Academy Trust's systems and processes. During the current period, the following reviews and audits were completed in line with the agreed Internal Audit Plan:

- Testing of Data Integrity – Pupil Records, ensuring pupil data is accurate and compliant.
- Testing of Key Financial Controls – Payroll, confirming payroll processes and authorisation controls.
- Testing of Staff Training and HR compliance, checking mandatory training and HR procedures.
- Testing of ICT Disaster Recovery arrangements, reviewing backup and recovery plans.
- Testing of Business Continuity arrangements, assessing contingency planning and risk mitigation.
- Follow-up testing for recommendations from previous reviews, verifying implementation of agreed actions.

The auditor reports to the Board of Trustees, through the Finance, Audit, and Risk Committee, on the operation of the systems of control and the discharge of the Board's financial responsibilities. Each year, the auditor prepares a summary report for the Committee, outlining the areas reviewed, key findings, recommendations, and conclusions, to assist the Committee in considering actions and assessing year-on-year progress.

The auditors have completed their schedule of work as planned. No instances of material failure were identified in any area. A small number of areas for improvement were highlighted, and the Senior Management Team has responded with proposals to address these concerns. Overall, the internal audit work confirms the satisfactory application of systems and controls in the areas reviewed, based on the sample testing undertaken.

## Review of Effectiveness

The Accounting Officer is responsible for reviewing the effectiveness of the system of internal control. During the year, this review has been supported by:

- The work of the internal auditor;
- The work of the external auditor;
- The School Resource Management Self-Assessment Tool;
- The work of the executive managers within the Academy Trust, who are responsible for the development and maintenance of the internal control framework;
- Regular reviews against the Accounting Officer checklist; and
- The Finance, Audit, and Risk Committee.

The Accounting Officer has been advised of the implications of their review of the system of internal control by the Finance, Audit, and Risk Committee. A plan is in place to address identified weaknesses and to ensure the continuous improvement of the system.

#### **Conclusion**

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

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

*Graher Dewhirst*

**G Dewhirst**

Chair of Trustees

Date: 18/12/2025



**C Davis**

Accounting Officer

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

As accounting officer of Ethos Academy Trust, I have considered my responsibility to notify the Academy Trust board of Trustees and the Education & Skills Funding Agency (DFE) of material irregularity, impropriety and non-compliance with terms and conditions of all funding received by the Academy Trust, under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academy Trust Handbook 2024.

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 terms and conditions of funding under the Academy Trust's funding agreement and the Academy Trust Handbook 2024.

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.



**C Davis**  
Accounting Officer  
Date: 18/12/2025

## STATEMENT OF TRUSTEES' RESPONSIBILITY

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 & Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make 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;
- 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 ESFA/DFE have been applied for the purposes intended.

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

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



**G Dewhirst**  
Chair of Trustees  
Date: 18/12/2025

# Independent Auditors Report on the Financial Statements to the Members of Ethos Academy Trust

## Opinion

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

In our opinion the financial statements:

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

## 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 Trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

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

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

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

## Other information

The other information comprises the information included in the Annual report other than the financial statements and our 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.

## Opinions on other matters prescribed by the Companies Act 2006

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

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

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

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

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

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

## Responsibilities of trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going

concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Academy Trust or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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:

- the engagement partner ensured that the engagement team collectively has the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; such as the Health & Safety at Work Act 1974, Ofsted Regulations and Companies Act 2006;
- we identified the laws and regulations applicable to the Multi Academy Trust through discussions with Trustees and other management;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence with the regulators; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the academy trust's accounts to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.
- considering our work in respect of regularity to identify spend or lack of DfE approval for novel or contentious transactions.

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

- performed analytical procedures as a risk assessment tool to identify any unusual or unexpected relationships; and
- tested journal entries to identify unusual transactions; and
- tested the operating effectiveness of key controls over purchase cycles on a sample basis

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

- agreeing financial statement disclosures to underlying supporting documentation; and

- enquiring of management as to actual and potential litigation and claims.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' report.

#### **Use of our report**

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



**Steven Williams (Senior statutory auditor)**

for and on behalf of

**Armstrong Watson Audit Limited**

Chartered Accountants & Statutory Auditors

Leeds

Date: 22/12/2025

# INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT

## ON REGULARITY TO ETHOS ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 5 June 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Ethos Academy Trust during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

### **Respective responsibilities of Ethos Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Ethos Academy Trust's funding agreement with the Secretary of State for Education dated 5 June 2025 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Approach**

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

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

A limited assurance engagement is more limited in scope than a reasonable assurance engagement and consequently does not enable us to obtain assurance that we would become

aware of all significant matters that might be identified in a reasonable assurance engagement. Accordingly, we do not express a positive opinion.

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

### Conclusion

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



Steven Williams  
Armstrong Watson Audit Limited  
Chartered Accountants & Statutory Auditors  
Date: 22/12/2025

**ETHOS ACADEMY TRUST**  
**(A company limited by guarantee)**  
**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE  
 ACCOUNT)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

	<b>Note</b>	<b>Unrestricted funds 2025 £000</b>	<b>Restricted funds 2025 £000</b>	<b>Restricted fixed asset funds 2025 £000</b>	<b>Total funds 2025 £000</b>	<b>Total funds 2024 £000</b>
<b>Income from:</b>						
Donations and capital grants	4	<b>3</b>	-	<b>1,639</b>	<b>1,642</b>	1,065
Other trading activities	6	<b>263</b>	-	-	<b>263</b>	193
Charitable activities	5	-	<b>17,300</b>	-	<b>17,300</b>	14,862
<b>Total income</b>		<b>266</b>	<b>17,300</b>	<b>1,639</b>	<b>19,205</b>	16,120
<b>Expenditure on:</b>						
Charitable activities	8	<b>266</b>	<b>16,190</b>	<b>533</b>	<b>16,989</b>	15,382
<b>Total expenditure</b>		<b>266</b>	<b>16,190</b>	<b>533</b>	<b>16,989</b>	15,382
<b>Net income</b>		-	<b>1,110</b>	<b>1,106</b>	<b>2,216</b>	738
Transfers between funds	19	-	<b>(340)</b>	<b>340</b>	-	-
<b>Net movement in funds before other recognised gains/(losses)</b>		-	<b>770</b>	<b>1,446</b>	<b>2,216</b>	738
<b>Other recognised gains/(losses):</b>						
Actuarial losses on defined benefit pension schemes	27	-	<b>(220)</b>	-	<b>(220)</b>	(123)
<b>Net movement in funds</b>		-	<b>550</b>	<b>1,446</b>	<b>1,996</b>	675
<b>Reconciliation of funds:</b>						
Total funds brought forward		<b>1,362</b>	<b>60</b>	<b>21,841</b>	<b>23,263</b>	22,648
Net movement in funds		-	<b>550</b>	<b>1,446</b>	<b>1,996</b>	675
<b>Total funds carried forward</b>		<b>1,362</b>	<b>610</b>	<b>23,287</b>	<b>25,259</b>	23,263

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 36 to 65 form part of these financial statements.

**ETHOS ACADEMY TRUST**  
**(A company limited by guarantee)**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

	Note	2025 £000	2024 £000
<b>Fixed assets</b>			
Tangible assets	15	<b>22,067</b>	21,352
		<b>22,067</b>	<b>21,352</b>
<b>Current assets</b>			
Debtors	16	<b>2,933</b>	1,456
Cash at bank and in hand		<b>1,962</b>	2,084
		<b>4,895</b>	3,540
Creditors: amounts falling due within one year	17	<b>(1,612)</b>	(1,538)
		<b>3,283</b>	2,002
<b>Total assets less current liabilities</b>		<b>25,350</b>	23,354
Creditors: amounts falling due after more than one year	18	<b>(91)</b>	(91)
		<b>25,259</b>	23,263
<b>Net assets excluding pension asset</b>		<b>25,259</b>	23,263
Defined benefit pension scheme asset	27	-	-
		<b>25,259</b>	23,263
<b>Total net assets</b>		<b>25,259</b>	23,263
<b>Funds of the Academy Trust</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	<b>23,287</b>	21,841
Restricted income funds	19	<b>610</b>	60
		<b>23,897</b>	21,901
<b>Total restricted funds</b>	19	<b>23,897</b>	21,901
<b>Unrestricted income funds</b>	19	<b>1,362</b>	1,362
		<b>25,259</b>	23,263
<b>Total funds</b>		<b>25,259</b>	23,263

The financial statements on pages 33 to 65 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

*Graham Dewhirst*

**G Dewhirst**  
(Chair of Trustees)  
Date: 18/12/2025

The notes on pages 36 to 65 form part of these financial statements.

**ETHOS ACADEMY TRUST**  
**(A company limited by guarantee)**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

	<b>Note</b>	<b>2025 £000</b>	<b>2024 £000</b>
<b>Cash flows from operating activities</b>			
Net cash (used in)/provided by operating activities	21	<b>(551)</b>	577
<b>Cash flows from investing activities</b>			
	23	<b>445</b>	(297)
<b>Cash flows from financing activities</b>			
	22	<b>(16)</b>	(6)
<b>Change in cash and cash equivalents in the year</b>			
		<b>(122)</b>	274
Cash and cash equivalents at the beginning of the year		<b>2,084</b>	1,810
<b>Cash and cash equivalents at the end of the year</b>			
	24, 25	<b>1,962</b>	<b>2,084</b>

The notes on pages 36 to 65 form part of these financial statements

**ETHOS ACADEMY TRUST**  
**(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 (which have been applied consistently, except where noted), 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 Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (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 Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

In the longer term, pressures from unfunded teachers' and support staff pay awards together with significantly increased energy costs and general inflation are creating unsustainable pressures for schools and academy trusts. Without increases in per pupil funding to offset these cost increases, there is uncertainty around the medium to long-term outlook for many schools and trusts, including our own. This is a sector-wide issue that will need to be addressed by funding decisions from central government.

**ETHOS ACADEMY TRUST**  
**(A company limited by guarantee)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**1. Accounting policies (continued)**

**1.3 Income**

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

**• Legacies**

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Academy Trust has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Academy Trust, can be reliably measured.

**• Grants**

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

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

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

**• Sponsorship income**

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of financial activities in the year in which it is receivable (where there are no performance-related conditions) where receipt is probable and it can be measured reliably.

**• Donations**

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

**• Other income**

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

**• Donated goods, facilities and services**

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in 'Stocks' and 'Income from Other Trading Activities'. Upon sale, the value of the stock is charged against 'Income from Other Trading Activities' and the proceeds are recognised as 'Income from Other Trading Activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial

**ETHOS ACADEMY TRUST**  
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**FOR THE YEAR ENDED 31 AUGUST 2025**

## **1. Accounting policies (continued)**

statements until they are sold. This income is recognised within 'Income from Other Trading Activities'.

- Transfer on conversion**

Where assets and liabilities are received by the Academy Trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the Balance sheet at the point when the risks and rewards of ownership pass to the Academy Trust. An equal amount of income is recognised as a transfer on conversion within 'Income from Donations and Capital Grants' to the net assets received.

- Donated fixed assets (excluding transfers on conversion or into the Academy Trust)**

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy Trust's accounting policies.

### **1.4 Expenditure**

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

- Expenditure on raising funds**

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

- Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

### **1.5 Taxation**

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

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

**ETHOS ACADEMY TRUST**  
**(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**

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

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

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

Depreciation is provided on the following bases:

Long-Leasehold Land	- 125 years
Long-Leasehold Buildings	- 50 years
Fixtures & Fittings	- 10 years
Equipment	- 10 years
Computer equipment	- 4 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 Trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

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

**1. Accounting policies (continued)**

**1.10 Provisions**

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

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

**1.11 Leased assets**

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

**1.12 Financial instruments**

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

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

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. 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.

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

**1. Accounting policies (continued)**

**1.13 Pensions**

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

The TPS is an unfunded scheme and contributions are calculated to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary based on quadrennial valuations using a prospective unit credit method. 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 Trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance sheet date. The amounts charged to operating surplus are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of financial activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

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

**1.14 Fund accounting**

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

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

**ETHOS ACADEMY TRUST**  
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**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.

Critical accounting estimates and assumptions policy

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**3. General Annual Grant (GAG)**

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit at 31 August 2025 on the amount of GAG that could be carried forward from one year to the next.

**4. Income from donations and capital grants**

	<b>Unrestricted funds 2025 £000</b>	<b>Restricted funds 2025 £000</b>	<b>Restricted fixed asset funds 2025 £000</b>	<b>Total funds 2025 £000</b>
Donations	3	-	-	<b>3</b>
Capital Grants	-	-	1,639	<b>1,639</b>
	<b>3</b>	<b>-</b>	<b>1,639</b>	<b>1,642</b>

	<b>Unrestricted funds 2024 £000</b>	<b>Restricted funds 2024 £000</b>	<b>Restricted fixed asset funds 2024 £000</b>	<b>Total funds 2024 £000</b>
Donations	5	(1)	-	4
Capital Grants	-	-	1,061	1,061
	<b>5</b>	<b>(1)</b>	<b>1,061</b>	<b>1,065</b>

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

**5. Funding for the Academy Trust's charitable activities**

	<b>Restricted funds 2025 £000</b>	<b>Total funds 2025 £000</b>
<b>Educational operations</b>		
<b>DfE/ESFA grants</b>		
General Annual Grant (GAG)	4,273	<b>4,273</b>
Other DfE/ESFA grants		
Pupil Premium	318	<b>318</b>
Other grants	61	<b>61</b>
	<hr/>	<hr/>
	4,652	<b>4,652</b>
<b>Other Government grants</b>		
Local authority grants - SEN & TPAPG	12,242	<b>12,242</b>
Other local authority grants	319	<b>319</b>
Other grants	87	<b>87</b>
	<hr/>	<hr/>
	12,648	<b>12,648</b>
	<hr/>	<hr/>
	17,300	<b>17,300</b>

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

**5. Funding for the Academy Trust's charitable activities (continued)**

	Restricted funds 2024 £000	Total funds 2024 £000
<b>Educational operations</b>		
<b>DfE/ESFA grants</b>		
General Annual Grant (GAG)	3,839	3,839
Other DfE/ESFA grants		
Other DfE/ESFA grants	47	47
Pupil Premium	237	237
Recovery Premium & National Tutoring	165	165
Inc type 16	60	60
	<hr/> 4,348	<hr/> 4,348
<b>Other Government grants</b>		
Local Authority grants - SEN & TPAPG	10,467	10,467
Other Local Authority grants	47	47
	<hr/> 10,514	<hr/> 10,514
	<hr/> 14,862	<hr/> 14,862
	<hr/> 14,862	<hr/> 14,862

There are no unfulfilled conditions at the year end with regards to the amounts included in the above government grants.

**6. Income from other trading activities**

	Unrestricted funds 2025 £000	Total funds 2025 £000
Other income	<hr/> 263	<hr/> 263

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

**6. Income from other trading activities (continued)**

	Unrestricted funds 2024 £000	Total funds 2024 £000
Supply insurance reimbursement	35	35
Other income	158	158
	<hr/> <u>193</u>	<hr/> <u>193</u>

**7. Expenditure**

	Staff Costs 2025 £000	Premises 2025 £000	Other 2025 £000	Total 2025 £000
Educational operations:				
Direct costs	7,102	-	1,416	<b>8,518</b>
Allocated support costs	5,408	1,332	1,731	<b>8,471</b>
	<hr/> <u>12,510</u>	<hr/> <u>1,332</u>	<hr/> <u>3,147</u>	<hr/> <u>16,989</u>

	Staff Costs 2024 £000	Premises 2024 £000	Other 2024 £000	Total 2024 £000
Educational operations:				
Direct costs	6,816	-	1,035	7,851
Allocated support costs	5,201	1,070	1,260	7,531
	<hr/> <u>12,017</u>	<hr/> <u>1,070</u>	<hr/> <u>2,295</u>	<hr/> <u>15,382</u>

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

**8. Analysis of expenditure on charitable activities**

**Summary by fund type**

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total 2025 £000
Educational operations	266	16,723	<b>16,989</b>

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total 2024 £000
Educational operations	6,370	9,012	15,382

**9. Analysis of expenditure by activities**

	Activities undertaken directly 2025 £000	Support costs 2025 £000	Total funds 2025 £000
Educational operations	8,518	8,471	<b>16,989</b>

	Activities undertaken directly 2024 £000	Support costs 2024 £000	Total funds 2024 £000
Educational operations	7,851	7,531	15,382

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

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

**Analysis of support costs**

	<b>Educational operations</b>	<b>Total funds</b>
	<b>2025</b>	<b>2025</b>
	<b>£000</b>	<b>£000</b>
Staff costs	5,408	<b>5,408</b>
Depreciation	533	<b>533</b>
Technology costs	236	<b>236</b>
Premises costs	1,332	<b>1,332</b>
Governance costs	41	<b>41</b>
Other support costs	921	<b>921</b>
	<hr/>	<hr/>
	8,471	8,471

	<b>Educational operations</b>	<b>Total funds</b>
	<b>2024</b>	<b>2024</b>
	<b>£000</b>	<b>£000</b>
Staff costs	5,201	5,201
Depreciation	125	125
Technology costs	131	131
Premises costs	1,030	1,030
Other support costs	979	979
Governance costs	65	65
	<hr/>	<hr/>
	7,531	7,531

**10. Net income**

Net income for the year includes:

	<b>2025</b>	<b>2024</b>
	<b>£000</b>	<b>£000</b>
Operating lease rentals	43	39
Depreciation of tangible fixed assets	453	623
Fees paid to auditors for:		
- audit	22	22
- other services	3	3

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

**11. Staff**

**a. Staff costs and employee benefits**

Staff costs during the year were as follows:

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
Wages and salaries	<b>7,807</b>	8,191
Social security costs	<b>978</b>	780
Pension costs	<b>1,853</b>	1,683
Other employee benefits	<b>341</b>	37
	<b>10,979</b>	10,691
Agency staff costs	<b>1,238</b>	1,281
Staff restructuring costs	<b>93</b>	45
	<b>12,310</b>	12,017

Staff restructuring costs comprise:

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
Redundancy payments	<b>68</b>	-
Severance payments	<b>25</b>	45
	<b>93</b>	45

**b. Severance payments**

The Academy Trust paid 2 severance payments in the year (2024 - 1), disclosed in the following bands:

	<b>2025</b> <b>No.</b>	<b>2024</b> <b>No.</b>
£0 - £25,000	<b>2</b>	-
£25,001 - £50,000	-	1

The amounts comprising the individual severance payments for the current year are £15,000 and £10,000.

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

**11. Staff (continued)**

**c. Staff numbers**

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

	<b>2025</b> <b>No.</b>	2024 No.
Teachers	<b>70</b>	69
Administration and support	<b>174</b>	159
Management	<b>25</b>	24
	<b>269</b>	252

**d. Higher paid staff**

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

	<b>2025</b> <b>No.</b>	2024 No.
In the band £60,001 - £70,000	<b>10</b>	8
In the band £70,001 - £80,000	<b>6</b>	2
In the band £80,001 - £90,000	<b>3</b>	3
In the band £90,001 - £100,000	<b>3</b>	1
In the band £100,001 - £110,000	<b>1</b>	-
In the band £110,001 - £120,000	-	1

**e. Key management personnel**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £880,408 (2024 - £831,631).

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**12. Central services**

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

- Financial services
- Human resources
- Audit and compliance
- Property services
- School improvement
- Governance
- Marketing

The Academy Trust charges for these services on the following basis:

Historically 5% to 6.5% of GAG and LA top up funding. The trustees made the decision in 2025 to no longer charge the academies for the central services.

The actual amounts charged during the year were as follows:

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
Evolve Academy	-	137
Ethos College	-	108
Reach Academy	-	94
Engage Academy	-	62
Elements Academy	-	279
Enrich Academy	-	199
<b>Total</b>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
	<b>879</b>	<b>879</b>

**13. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2024 - *£NIL*).

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

**14. Trustees' and Officers' insurance**

In accordance with normal commercial practice, the Academy Trust has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim. It is not possible to quantify the trustees and officers' indemnity element from the overall cost of the RPA scheme.

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**15. Tangible fixed assets**

	<b>Long-term leasehold property £000</b>	<b>Furniture and equipment £000</b>	<b>Computer equipment £000</b>	<b>Total £000</b>
<b>Cost or valuation</b>				
At 1 September 2024	21,991	460	454	22,905
Additions	1,104	3	141	1,248
At 31 August 2025	<b>23,095</b>	<b>463</b>	<b>595</b>	<b>24,153</b>
<b>Depreciation</b>				
At 1 September 2024	1,035	210	308	1,553
Charge for the year	340	46	67	453
Impairment charge	80	-	-	80
At 31 August 2025	<b>1,455</b>	<b>256</b>	<b>375</b>	<b>2,086</b>
<b>Net book value</b>				
At 31 August 2025	<b>21,640</b>	<b>207</b>	<b>220</b>	<b>22,067</b>
At 31 August 2024	<b>20,956</b>	<b>250</b>	<b>146</b>	<b>21,352</b>
<b>16. Debtors</b>				
	<b>2025 £000</b>			<b>2024 £000</b>
<b>Due within one year</b>				
Trade debtors	319			499
Other debtors	199			42
Prepayments and accrued income	<b>2,415</b>			915
	<b>2,933</b>			<b>1,456</b>

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

	<b>2025</b> <b>£000</b>	2024 £000
Trade creditors	<b>663</b>	444
Other taxation and social security	<b>259</b>	188
Other creditors	<b>245</b>	233
Accruals and deferred income	<b>445</b>	673
	<hr/> <b>1,612</b>	<hr/> 1,538
	<b>2025</b> <b>£000</b>	2024 £000

**Deferred income**

Deferred income at 1 September 2024	<b>357</b>	245
Resources deferred during the year	<b>(357)</b>	(245)
Amounts released from previous periods	<b>239</b>	357
	<hr/> <b>239</b>	<hr/> 357

Deferred income at 31 August 2025 mainly relates to September 2025 to March 2026 Core School Budget Grant funding received early of £236k (2024 - £199k).

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

	<b>2025</b> <b>£000</b>	2024 £000
Other creditors	<b>91</b>	91

Other creditors falling due after more than one year relates to CIF and Salix loans due to the DfE (with interest charged at a rate of 1.95% to 2.07% (2024 - 1.95% to 2.07%), £46k (2024 - £53k) falls due in greater than 5 years.

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**19. 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
<b>Unrestricted funds</b>						
General Funds - all funds	1,362	266	(266)	-	-	1,362
<b>Restricted general funds</b>						
General Annual Grant (GAG)	-	4,273	(4,273)	-	-	-
Start Up Grant	60	-	-	-	-	60
Other DfE/EFA grants	-	1,364	(1,364)	-	-	-
Other grants	-	11,663	(10,773)	(340)	-	550
Pension reserve	-	-	220	-	(220)	-
	60	17,300	(16,190)	(340)	(220)	610
<b>Restricted fixed asset funds</b>						
Transfer on conversion	16,634	-	-	-	-	16,634
DfE/EFA capital grants	3,332	1,507	(401)	-	-	4,438
Capital expenditure from other funds & LA capital grants	1,875	-	-	340	-	2,215
LA capital funding	-	132	(132)	-	-	-
	21,841	1,639	(533)	340	-	23,287
<b>Total Restricted funds</b>	<b>21,901</b>	<b>18,939</b>	<b>(16,723)</b>	<b>-</b>	<b>(220)</b>	<b>23,897</b>
<b>Total funds</b>	<b>23,263</b>	<b>19,205</b>	<b>(16,989)</b>	<b>-</b>	<b>(220)</b>	<b>25,259</b>

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

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

Restricted funds are received from the DfE and the LA for the Trusts operation. Unrestricted funds are made up of cash transfers from the Local Authority on conversion and school generated income. Fixed asset funds include donated assets from the Local Authority on conversion plus any capital grants. Transfers between funds relate to the use of revenue funds to support capital expenditure. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2025.

The restricted pension fund was a deficit inherited upon conversion to Academy status. At 31 August 2025 and 2024, the pension was not in deficit. The actuary valuation calculated an asset, but as the Academy Trust has received no indication that it will receive refunds from the scheme or reduced contributions going forward, in line with paragraph 28.22 of FRS102 an asset has not been recognised in the balance sheet. Therefore the pension fund shows as £0 at 31 August 2025 and 2024. The trustees will continue to monitor this situation closely that the Academy can continue to meet the cash funding requirement of the pension fund.

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

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

	<i>Balance at 1 September 2023 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 August 2024 £000</i>
<b>Unrestricted funds</b>					
General Funds - all funds	1,562	198	(198)	(200)	1,362
<b>Restricted general funds</b>					
General Annual Grant (GAG)	-	3,839	(3,839)	-	-
Start Up Grant	-	60	-	-	60
Other DfE/EFA grants	-	449	(449)	-	-
Other grants	190	10,514	(10,391)	(313)	-
Pension reserve	-	-	123	(123)	-
	190	14,862	(14,556)	(436)	60
<b>Restricted fixed asset funds</b>					
Transfer on conversion	17,016	-	(382)	-	16,634
DfE/EFA capital grants	2,575	815	(58)	-	3,332
Capital expenditure from other funds & LA capital grants	1,305	246	(189)	513	1,875
	20,896	1,061	(629)	513	21,841
<b>Total Restricted funds</b>	<b>21,086</b>	<b>15,923</b>	<b>(15,185)</b>	<b>77</b>	<b>21,901</b>
<b>Total funds</b>	<b>22,648</b>	<b>16,121</b>	<b>(15,383)</b>	<b>(123)</b>	<b>23,263</b>

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

**Total funds analysis by academy**

Fund balances at 31 August 2025 were allocated as follows:

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
Evolve Academy	<b>241</b>	1
Ethos College	<b>323</b>	1
Reach Academy	<b>175</b>	1
Engage Academy	<b>140</b>	1
Elements Academy	<b>687</b>	1
Enrich Academy	<b>255</b>	1
Central services	<b>151</b>	<u>1,416</u>
Total before fixed asset funds and pension reserve	<b>1,972</b>	1,422
Restricted fixed asset fund	<b>23,287</b>	21,841
<b>Total</b>	<b><u>25,259</u></b>	<u>23,263</u>

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

**Total cost analysis by academy**

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

	<b>Teaching and educational support staff costs £000</b>	<b>Other support staff costs £000</b>	<b>Educational supplies £000</b>	<b>Other costs excluding depreciation £000</b>	<b>Total 2025 £000</b>
Evolve Academy	1,478	151	43	396	<b>2,068</b>
Ethos College	1,337	152	78	271	<b>1,838</b>
Reach Academy	1,264	133	67	316	<b>1,780</b>
Engage Academy	953	114	32	146	<b>1,245</b>
Elements Academy	3,325	419	204	1,001	<b>4,949</b>
Enrich Academy	2,133	139	204	726	<b>3,202</b>
Central services	617	481	6	270	<b>1,374</b>
<b>Academy Trust</b>	<b>11,107</b>	<b>1,589</b>	<b>634</b>	<b>3,126</b>	<b>16,456</b>

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

	<b>Teaching and educational support staff costs £000</b>	<b>Other support staff costs £000</b>	<b>Educational supplies £000</b>	<b>Other costs excluding depreciation £000</b>	<b>Total 2024 £000</b>
Evolve Academy	1,664	164	14	294	2,136
Ethos College	1,218	165	45	230	1,658
Reach Academy	989	116	36	330	1,471
Engage Academy	772	102	22	224	1,120
Elements Academy	3,323	263	32	607	4,225
Enrich Academy	2,016	168	119	497	2,800
Other services	202	1	1	8	212
Central services	501	353	-	278	1,132
<b>Academy Trust</b>	<b>10,685</b>	<b>1,332</b>	<b>269</b>	<b>2,468</b>	<b>14,754</b>

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**20. 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	-	-	22,067	<b>22,067</b>
Current assets	1,493	1,863	1,539	<b>4,895</b>
Creditors due within one year	(131)	(1,253)	(228)	<b>(1,612)</b>
Creditors due in more than one year	-	-	(91)	<b>(91)</b>
<b>Total</b>	<hr/> <b>1,362</b>	<hr/> <b>610</b>	<hr/> <b>23,287</b>	<hr/> <b>25,259</b>

**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	-	-	21,352	21,352
Current assets	1,362	1,215	963	3,540
Creditors due within one year	-	(1,155)	(383)	(1,538)
Creditors due in more than one year	-	-	(91)	(91)
<b>Total</b>	<hr/> <b>1,362</b>	<hr/> <b>60</b>	<hr/> <b>21,841</b>	<hr/> <b>23,263</b>

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**21. Reconciliation of net income to net cash flow from operating activities**

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
Net income for the year (as per Statement of financial activities)	<b>2,216</b>	738
<hr/>		
<b>Adjustments for:</b>		
Depreciation and amortisation charge	<b>533</b>	630
Capital grants from DfE and other capital income	<b>(1,693)</b>	(1,061)
Defined benefit pension scheme finance cost	<b>(573)</b>	-
(Increase)/decrease in debtors	<b>(1,480)</b>	318
Increase in creditors	<b>93</b>	75
Difference between pension charge and cash contributions	<b>353</b>	(123)
<b>Net cash (used in)/provided by operating activities</b>	<b>(551)</b>	577
<hr/>		

**22. Cash flows from financing activities**

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
Repayments of borrowing - CIF & Salix loans	<b>(16)</b>	(6)
<hr/>		
<b>Net cash used in financing activities</b>	<b>(16)</b>	(6)

**23. Cash flows from investing activities**

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
Purchase of tangible fixed assets	<b>(1,248)</b>	(1,358)
Capital grants from DfE Group	<b>1,693</b>	1,061
<hr/>		
<b>Net cash provided by/(used in) investing activities</b>	<b>445</b>	(297)

**24. Analysis of cash and cash equivalents**

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
Cash in hand and at bank	<b>1,962</b>	2,084
<hr/>		
<b>Total cash and cash equivalents</b>	<b>1,962</b>	2,084

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

	At 1 September		At 31 August	
	2024 £000	Cash flows £000	2025 £000	2025 £000
Cash at bank and in hand	2,084	(122)	1,962	1,962
	<hr/>	<hr/>	<hr/>	<hr/>

**26. Capital commitments**

	2025 £000	2024 £000
Contracted for, but not provided in the financial statements	- <hr/>	179

**27. Pension commitments**

The Academy Trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by West Yorkshire Pension Fund and South Yorkshire Pensions Authority. 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 £141,392 were payable to the schemes at 31 August 2025 (2024 - £212,704) 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.

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**27. Pension commitments (continued)**

**Valuation of the Teachers' Pension Scheme**

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

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

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

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

The employer's pension costs paid to TPS in the year amounted to £1,280,433 (2024 - £1,064,667).

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

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

**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 £1,064,069 (2024 - £964,835), of which employer's contributions totalled £792,357 (2024 - £724,858) and employees' contributions totalled £271,712 (2024 - £239,978). The agreed contribution rates for future years are 16.8% - 23% per cent for employers and 5.5% - 12.5% per cent for employees.

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

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**27. Pension commitments (continued)**

**Principal actuarial assumptions**

	<b>2025</b> %	2024 %
Rate of increase in salaries	<b>3.75</b>	3.25 - 3.75
Rate of increase for pensions in payment/inflation	<b>2.50</b>	2.50 - 2.65
Discount rate for scheme liabilities	<b>6.10</b>	4.90 - 5.00
Inflation assumption (CPI)	<b>2.50</b>	2.50

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

	<b>2025</b> Years	2024 Years
<i>Retiring today</i>		
Males	<b>20.7-21.2</b>	20.5 - 20.8
Females	<b>21.5-22.1</b>	23.6 - 24
<i>Retiring in 20 years</i>		
Males	<b>23.6-24.2</b>	21.3 - 21.7
Females	<b>24.9-25</b>	24.7 - 25

**Sensitivity analysis**

	<b>2025</b> £000	2024 £000
Discount rate +0.1%	<b>(144)</b>	(247)
Discount rate -0.1%	<b>151</b>	247
Mortality assumption - 1 year increase	<b>(138)</b>	(273)
Mortality assumption - 1 year decrease	<b>138</b>	273
CPI rate +0.1%	<b>131</b>	222
CPI rate -0.1%	<b>(125)</b>	(222)

**Share of scheme assets**

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**27. Pension commitments (continued)**

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

	<b>At 31 August 2025 £000</b>	<b>At 31 August 2024 £000</b>
Equities	<b>7,334</b>	8,644
Government bonds	<b>1,097</b>	1,229
Other bonds	<b>256</b>	369
Property	<b>372</b>	448
Cash and other liquid assets	<b>158</b>	289
Other	<b>197</b>	230
<b>Total market value of assets</b>	<b>9,414</b>	<b>11,209</b>

The actual return on scheme assets was £329,000 (2024 - £1,225,000)

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

	<b>2025 £000</b>	<b>2024 £000</b>
Current service cost	<b>661</b>	610
Interest income	<b>(573)</b>	(482)
Interest cost	<b>494</b>	469
<b>Total amount recognised in the Statement of financial activities</b>	<b>582</b>	<b>597</b>

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

	<b>2025 £000</b>	<b>2024 £000</b>
<b>At 1 September</b>	<b>11,209</b>	9,158
Current service cost	<b>661</b>	610
Interest cost	<b>494</b>	469
Employee contributions	<b>266</b>	237
Actuarial (gains)/losses	<b>(3,021)</b>	866
Benefits paid	<b>(195)</b>	(131)
<b>At 31 August</b>	<b>9,414</b>	<b>11,209</b>

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

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
<b>At 1 September</b>	<b>11,209</b>	9,758
Interest income	573	482
Remeasurement gains/(losses) on assets	(111)	-
Actuarial (gains)/losses	-	743
Employer contributions	802	720
Employee contributions	266	237
Asset ceiling restriction	(3,130)	-
Benefits paid	(195)	(131)
<b>At 31 August</b>	<b>9,414</b>	<b>11,209</b>

## **28. Operating lease commitments**

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

	<b>2025</b> <b>£000</b>	<b>2024</b> <b>£000</b>
Not later than 1 year	34	55
Later than 1 year and not later than 5 years	16	78
Later than 5 years	-	2
	<b>50</b>	<b>135</b>

## **29. 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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**30. Related party transactions**

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