

Company Registration Number: 07698037 (England & Wales)

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

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

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

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THOMAS KEBLE SCHOOL
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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2025

Members

Mr Stephen Ponting (Chair)
Mr Simon Bernstein (Resigned 31 August 2025)
Mrs Alison Clarke
Mrs Kath Hume
Mrs Karen Powell
Mr Alastair Pearson (Appointed 18 September 2025)

Trustees

Mr Steven Shaw, Headteacher
Mr Julian Wintle, (Chair) Parent Trustee (Resigned 31 August 2025)
Ms Mia Baker, Parent Trustee (Chair from 1 September 2025)
Mrs Luisa Senft-Hayward, Parent Trustee
Mr Sebastian Bacon, Parent Trustee
Mrs Fiona Gill, Academy Trustee
Mrs Nicola Bryant, Academy Trustee (Resigned 31 August 2025)
Mrs Carol Turner, Academy Trustee
Mr Alastair Pearson, Academy Trustee (Resigned 18 September 2025)
Mr Nikki Smith Academy Trustee (Resigned 10 April 2025)
Mr Ossian Hynes, Staff Trustee (Appointed 13 May 2025)
Mrs Lisa Nicholls, Staff Trustee (Appointed 13 May 2025)
Mr Robert Kingscote, Staff Trustee (Resigned 7 May 2025)

Company Registered Number

07698037

Company Name

Thomas Keble School

Principal Address and Registered Office

Eastcombe
Stroud
Gloucestershire
GL6 7DY

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2025**

Company Secretary

Mrs Sara Papps

Headteacher

Mr Steven Peter Shaw

Senior Management Team

Mr Steven Peter Shaw, Headteacher
Mr Chris Patrick, Deputy Head
Mrs Claire Rossiter, Assistant Head
Mr Christopher Whitfield, Assistant Head
Mrs Sara Papps, Business Manager
Mr Stuart Allen, Associate Assistant Head
Ms. Joanna Hurren, Associate Assistant Head
Mr Richard South, Associate Assistant Head

Independent Auditors

Hazlewoods
Staverton Court
Staverton
Cheltenham
Gloucestershire
GL51 0UX

Bankers

Lloyds
12 Rowcroft
Stroud
GL5 3BD

Solicitors

Stone King LLP
Upper Borough Court
Upper Borough Walls
Bath
BA1 1RG

THOMAS KEBLE SCHOOL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

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

The trust operates an academy for pupils aged 11 to 16 serving a catchment area in Stroud, Gloucestershire. It has a pupil capacity of 710 and had a roll of 724 in the school census in October 2024 and 722 in January 2025.

Structure, Governance and Management

Constitution

The Academy is a company limited by guarantee with no share capital (registration no. 07698037). The charitable company's memorandum and articles of association are the primary governing documents of the Academy. The Academy also has to adhere to the rules and regulations as laid down by the Education and Skills Funding Agency and the Department for Education. The Trust Board of the company comprises the independent members and trustees of the school who are responsible for the statutory and constitutional affairs of the company and the management of the Academy. The articles of association require the Trust Board of the charitable company to appoint at least three independent members to be responsible for the statutory and constitutional affairs of the charitable company and the management of the Academy. The Academy is an exempt charity (under amendments in the Finance Act 2011) and is entitled to the same exemptions as a registered charity.

As part of the funding agreement the Academy is required to have its financial statements audited each year even though it may otherwise be entitled to exemption under Section 477 of the Companies Act 2006.

Governance

The Trustees are directors of the charitable company for the Companies Act 2006 and Trustees for the purposes of charity legislation.

Trustees are subject to retirement at the end of their term of office but are eligible for re-election or reappointment at the meeting at which they retire. The Trustees who were in office at 31 August 2025, and on the date of the Financial Statements are approved, and who served throughout the year, except where shown, are listed on page 1.

During the year under review, the Trustees held 5 Business meetings, 7 subcommittee meetings, Pay Panel & Headteacher Appraisal meetings and 3 Members' only meetings. Training and updates were provided on a number of topics: the Designated Safeguarding Lead updated Trustees on the latest KCSIE updates, safeguarding guidelines and Trustees' duties; two Trustee undertook exclusion training and all Trustees updated their safeguarding training. One trustee undertook 'Strategic Safeguarding for Governors', and another the Child Protection Inter-agency (CPIA Level 3).

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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Trustees' indemnities

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £5,000,000 on any one claim.

Method of Recruitment and Appointment or Election of Trustees

- The Members may appoint up to 8 Academy Trustees.
- Staff Trustees are elected by members of staff through a secret ballot such that the total number of Trustees (including the Principal) who are employees of the Academy Trust does not exceed one third of the total number of Trustees.
- The Headteacher shall be treated for all purposes as being an ex officio Trustee.
- Parent Trustees shall be elected by parents of registered pupils at the Academy. A Parent Trustee must be a parent of a pupil at the Academy at the time when he or she is elected, and the Trust Board shall make all necessary arrangements for, and determine all other matters relating to, an election of Parent Trustees, including any question of whether a person is a parent of a registered pupil at the Academy. Any election of Parent Trustees which is contested shall be held by secret ballot.
- The Trustees may appoint up to 3 Co-opted Trustees.

Policies and Procedures Adopted for the Induction and Training of Trustees

The training and induction provided for new Trustees will depend on their existing experience. All new Trustees will meet with the Headteacher and Chair in person and are given the chance of a tour of the Academy and the chance to meet with staff and students. They will also meet virtually with the Clerk to Trustees for induction into how to use the TEAMS site. All Trustees are provided with a new Trustee induction pack, and access to copies of policies, procedures, minutes, accounts, budgets, plans and other documents, such as the Code of Conduct, that they will need to undertake their role as Trustees. As there are normally only one or two new Trustees a year, induction tends to be done informally and is tailored specifically to the individual. Trustees also complete a "Skills and Training" audit to establish any training needs or requests.

Organisational Structure

The Trustees are responsible for setting the school aims and strategic direction. This process is monitored by the Members. A Scheme of Delegation is in place, to enable Trustees to approve statutory policies, adopt an annual plan and budget, monitor the Academy by the use of budgets reports and make major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

In addition to the Academy AGM in December, the Members also attended the Trust Board Strategic Planning meeting in July, as well as observing various meetings throughout the year, or its equivalent earlier in the year. Every member of the Trust Board sits on at least one subcommittee. The Headteacher also attends subcommittee meetings along with other members of the school's Senior Management Team as appropriate. The Headteacher or Deputy Headteacher are present at every subcommittee meeting. Reports from each of the subcommittees are received and discussed at every Business meeting of the full Trust Board. The remit of each sub-committee is laid out in the Scheme of Delegation.

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In the year, ending 31 August 2025, the Senior Management Team of the Academy comprised the Headteacher, one Deputy Head, two Assistant Heads, three Associate Assistant Heads, and the Business Manager. The seconded post does not continue into the next reporting period. The Associate Assistant Headteacher roles were put in place to begin in September 2024 as a cost neutral re-structure, providing more capacity to the Senior Leadership Team. The team controls the Academy at an executive level implementing the policies laid down by the Trustees and reporting back to them. As a group, the management team is responsible for the authorisation of spending within agreed budgets and the appointment of staff, although any appointment decisions for posts in the Senior Management Team always includes a Trustee. The Senior Management Team is responsible for the day-to-day operation of the Academy, in particular the organisation of the learning experience for all pupils and their welfare. This is achieved through the deployment of all staff using resources and facilities as efficiently as possible. Efficiency is measured through the Academy's use of national benchmarking tools and KPIs which are used to inform the Integrated Curriculum and Financial Planning processes, as laid out in the Trust Board Meetings overview. The Senior Management Team is supported in this task by all colleagues, some of whom hold specific responsibilities within Departmental or Year teams, or teams of a whole-school nature.

Arrangements for setting pay and remuneration of key management personnel

The Academy has a Performance Management policy and all staff/management personnel are reviewed annually in line with this policy. Recommendations are made to the Trustees' Pay Panel and, upon approval, contracts are amended accordingly. The Headteacher's Performance Management review is undertaken by an externally appointed adviser and a panel of three Trustees.

Related Parties and other Connected Charities and Organisations

The school maintains a partnership with Edu-Lettings to generate income through the hire of its sports facilities. In the 2024/25 financial year, total booking turnover amounted to £36,918, with the school's share of gross profit recorded at £9,907. This performance was broadly consistent with the prior year and, given the significant building works and associated periods of closure during the year, represents a stronger-than-anticipated outcome.

Local primary schools make use of school facilities, without charge, including the sports fields and main hall for school productions. Thomas Keble School is a strategic member of the Balcarras Teaching School Hub and has an active Parent Teacher Association. The accounts for the Parent Teacher Association (TKPTA) are held and run by the TKPTA Treasurer.

Objectives and Activities

The principal object and activity of the charitable company is to advance, for the public benefit, education for students of different abilities between the ages of 11 and 16 by maintaining, carrying on, managing and developing Thomas Keble School to offer a broad and balanced curriculum so that every child can achieve their very best.

The school aims to offer "more than just the curriculum" by enriching pupils' experience of school with extensive opportunities for extracurricular activities and a wide range of educational trips.

The main objectives of the Academy's Financial Plan during the year ended 31 August 2025 are summarised below:

- * to ensure that every child enjoys the same high-quality education in terms of resourcing, tuition and care;
- * to raise the standard of educational achievement of all students;
- * to improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- * to provide value for money for the funds expended;
- * to comply with all appropriate statutory and curriculum requirements;
- * to maintain close links with industry and commerce; and
- * to conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

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Objectives, Strategies and Activities

The Academy's main strategy is encompassed in its "School Aims" which are:

Thomas Keble School strives to help every child thrive so that all reach their full potential. We work hard in the pursuit of excellence, expecting our students to leave school confident, self-motivated and disciplined, so that they are well prepared to meet the challenges of adult life in a rapidly changing world.

In partnership with parents and pupils we aim to:

- * Enable students to achieve the highest possible standards
- * Become responsible members of the 21st century world community
- * Care for and respect themselves, others and the environment, with a strong foundation of moral and spiritual values
- * Develop the technological skills needed for the 21st century
- * Experience a rich and broad curriculum and be encouraged to be lifelong learners

Public Benefit

The Trustees have complied with the duty in section 4 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charities Commission in defining the strategic direction of the Academy. The principal object and activity of the charitable company is to advance, for the public benefit, education for students of different abilities between the ages of 11 and 16 by maintaining, carrying on, managing and developing Thomas Keble School to offer a broad and balanced curriculum so that every child can achieve their very best.

Achievements and performance

Thomas Keble has established itself as an extremely successful school for children of every ability and our Academy conversion was designed to extend this record.

We began the year in August 2024 celebrating strong GCSE results, with a confirmed Progress 8 score of +0.23. This translates to students at Thomas Keble attaining a higher grade in 2 of their GCSE's compared to their peers nationally from a similar start point. A significant number of subjects performed statistically significantly above average by Fischer Family Trust data. No student groups were significantly below national averages of performance and female students and middle prior-attainers performed significantly better than their peers nationally.

A significant milestone this period was the occupancy of the new school building (Phases 1 and 2). This has been under construction for a number of years, with occupancy delayed from December to February. This presented significant logistical challenges, in the time had been created in January to move which could not be reallocated to February. The school successfully decanted, moved and unpacked in its entirety over the February half-term. There was significant planning involved in being ready to pack, to pack up, unpack and be ready to teach of 5 days. The SMT undertook significant pre-planning to establish new processes and routines in respect of the new spaces.

The school was able to benefit from some new donated furniture from a local company moving from an unfurnished to furnished office space. In addition, we were able to purchase new student desks and chairs for most teaching spaces along with being able to invest in other items to support successful occupancy, notably in terms of IT and investing in areas not part of the re-build.

Thomas Keble has always striven to produce academic excellence but also recognised that a good school is much more than just exam statistics.

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- * The Performing Arts department put on a well-received performance of Bugsy in the summer term.
- * Our trips and enrichment programme ran as normal.
- * Our sporting programmes ran as normal.
- * Following parent feedback, we have kept a blend of face to face and virtual consultation evenings for our programme of parent information and consultation evenings.
- * Trustee meetings were run in a blended format to accommodate the commitments of participants

The School Newsletter, produced three times a year, attempts to reflect the many facets of school life. This is created and shared digitally. The school website was re-designed with an external provider, including a professional photographer capturing the images used on the new site. This was launched in May 2023.

Examination results for 2024 were successful again and reflected sustained achievement across all areas, despite a national move to reduce awards and a return to pre-pandemic levels. Provisional progress against national measures shows an estimated Progress 8 score of +0.23, which is the second highest ever result and an improvement on the previous year. This continues to show the strength of our students' achievements.

Statistics only tell part of an important story. Individual children and their successes tell a much stronger narrative of success. We rate the achievements of all, whether those who have left with a dozen or more 9 to 7 grades or those who have gained results not considered possible when they joined the school.

To ensure that standards are continually raised, the Academy operates a comprehensive monitoring and evaluation programme carried out via our link management system. This annual programme covers observation of lessons; student pursuits; sharing of good practice; learning walks; tracking of students' progress against challenging targets twice a year; mapping of performance management areas for development against the school's programme of continuing professional development and the comparison of results against externally verified national benchmarks at individual subject level. In addition, we deliver weekly Teaching & Learning sessions at subject level which support cross-curricular approaches. This ensures our skillset as teachers is regularly refreshed and considered to support our ethos of 'quality first teaching.' This programme is overseen by our Deputy Headteacher who has oversight of our curriculum and Teaching & Learning across the school.

The Academy has a particularly strong track record in the core subject areas of English, Maths and Science. Seventeen out of twenty four subject areas achieved a Positive VA compared to national through our benchmarking system SISRA.

Performance Indicators

The Academy is committed to observing the importance of performance indicators, to ensure that it continues to strive for both educational and financial excellence.

The Academy was successfully inspected in July 2023, following the last inspection in December 2017. The July 2023 inspection concluded that the Academy remains a good school, but as an ungraded inspection does not come with any individual or collective graded judgements. The table shown below is from the 2014 Inspection, the last "Full Inspection".

Assessment	Inspection Grade
Leadership and Management	2
Behaviour and Safety of Pupils	2
Quality of Teaching	2
Achievement of Pupils	2
Overall Effectiveness	2

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The Academy is also monitored through the completion and submission to the ESFA:

- the annual accounting returns
- the annual Financial Management and Governance Evaluation.

Going concern

After making appropriate enquiries, the Trust Board has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. The school began the year with a cumulative surplus of £233,718. Student numbers have continued to grow over the last three years, from 674 in October 2022, 708 in October 2023, to 724 in October 2024, which is 14 students above the Published Admission Number (PAN). The school anticipates being over PAN again in 2025/26, reflecting sustained demand for places.

Prudent financial management and close monitoring of expenditure have enabled the Trust to maintain a strong financial position. The Trust expects to end the current financial year with a cumulative surplus of approximately £294,000, further strengthening reserves. This trajectory supports the Trust's reserves policy and underpins its ability to meet obligations and strategic priorities in the medium term.

Further details regarding the adoption of the going concern basis can be found in the Statement of Account Policies.

Financial Review

Financial objectives

The Academy's financial objectives are:

- to achieve a consistently balanced budget on a short- and longer-term basis and to ensure adequate cash flow in the Academy bank account at all times;
- to manage funding available for the benefit of current pupils and staff; and
- to invest in the maintenance of the school's facilities and infrastructure to provide excellent learning and teaching facilities.

These objectives were achieved in the year ending 31 August 2025.

Payment performance

The Late Payment of Commercial Debts (Interest) Act 1998, which came into force on 1 November 1998, requires Academies, in the absence of agreement to the contrary, to make payments to suppliers within 30 days of either the provision of goods or services or the date on which the invoice was received. The Academy incurred no interest charges in respect of late payment for any invoices.

Risk management

The Trustees have considered the major risks to which the Academy is exposed, those relating to teaching and learning, the provision of facilities and other operational areas, and its finances.

The Trustees review the systems in place to assess the risks that the Academy faces, especially in the operational areas (e.g. in relation to teaching, health & safety and trips, the control of finance, vetting of new staff). Where significant financial risk remains, they have ensured they have adequate insurance cover.

The Academy has an effective system of internal financial controls, and this is explained in more detail in the Trustee Statement.

The Academy continually reviews the main areas of risks it faces. This includes all health and safety and child protection policies and procedures. In addition, a review of all financial risks is undertaken on a regular basis.

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Financial report for the year

Most of the Academy's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2025 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Academy also receives grants for capital expenditure from the ESFA. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2005), such grants are shown in the statement of financial activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2025, total expenditure, excluding restricted fixed asset funds, of £5,302,908 (2024: £4,978,363), was less than recurrent grant funding from the ESFA together with other incoming resources. The excess of income over expenditure for the year (excluding restricted fixed asset funds and FRS102 pension adjustments) was £244,783 (2024: £7,117).

At 31 August 2025 the net book value of fixed assets was £20,452,570 (2024: £6,961,341) and movements in tangible fixed assets are shown in note 12 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the Academy.

Sports centre income has recovered following the national lockdown and emergency building closures experienced in 2021, but still has a way to go to achieve pre pandemic levels. The new school building has been designed to optimise community use, which should increase the income generation capacity. The school remains in partnership with Edu Lettings, which operates its external lettings function.

Reserves Policy

The Trustees review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

The Trustees have determined that the appropriate level of free reserves should be equivalent to four weeks' expenditure, approximately £361,000 (2024: £386,000). Their reasoning is to provide sufficient working capital to cover delays between spending and receipt of grants and to provide a cushion to deal with unexpected emergencies, such as urgent maintenance. This amount also ensures that salaries are paid monthly and general utility/contract invoices are paid. Reserves in the year ending 31 August 2025 continued below the preferred level however budget plans are in place to build reserves for future years. The reserves were £294,906 in surplus at the year-end (2024: £233,718 in surplus). A five-year plan has been in place detailing how the academy intends to build its reserves to the desired level going forward.

The Academy held fund balances at 31 August 2025 of £20,747,778 (2024: £7,195,059) comprising £175,523 of restricted funds (2024: £45,237) and unrestricted funds of £119,383 (2024: £188,481), £20,452,872 restricted fixed asset funds (2024: £6,961,341) and a pension reserve deficit of £Nil (2024: £Nil).

Investment Policy

The Academy does not have/hold any investments.

Principal Risks and Uncertainties

Please refer to the notes under "Going Concern" on page 8 regarding our risks and uncertainties.

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The Academy continuously undertakes work to further develop and embed the system of internal control, including financial, operational and risk management which is designed to protect the Academy's assets and reputation.

Outlined below is a description of the principal risk factors that may affect the Academy. Not all the factors are within the Academy's control. Other factors, besides those listed below, may also adversely affect the Academy.

1. Government funding

During the 2024-25 financial year, the Academy remained heavily reliant on government funding provided through the Education and Skills Funding Agency (ESFA). Approximately 99% of the Academy's revenue was publicly funded, consistent with previous years. This continued dependence on public funding means that any future changes in government policy or funding levels could significantly impact the Academy's financial position.

In this period, the government confirmed a fully funded 5.5% pay award for teachers and school leaders, effective from 1 September 2024, supported by additional national funding. Support staff employed under NJC Green Book terms and conditions received a flat-rate increase of £1,290 on pay points 2-43 and a 2.5% increase on pay point 44 and above, backdated to April 2024. The Academy had budgeted for a 3% increase, meaning the final award was broadly in line with expectations.

Despite these challenges, the Academy managed its resources carefully to maintain financial stability and continue delivering high-quality education.

2. Pupil Numbers

The Trustees are determined that the school should continue to meet the needs of as many catchment children as we can sensibly host. The Admissions Policy sets out the process, and also the criteria, the school must apply when it is oversubscribed.

3. Maintain adequate funding of pension liabilities

The financial statements report the share of the pension scheme deficit on the Academy's balance sheet in line with the requirements of FRS 102. Whilst this shows a large liability, the Trustees do not believe this poses any risk to the school, as the pension scheme has many contributing members. This is monitored every three years when we receive an actuarial valuation report from Hymans via the Gloucestershire County Council Pensions Department.

4. Fundraising

The Academy has a supportive and functioning Parent Teacher Association who organise a range of activities to support the Academy with fundraising for particular projects.

In 2024/25, the PTA continued to fund for aspects of the new building including new Smart Boards in Science and Humanities.

5. Energy supply

In 2025, the school entered a new fixed-term electricity and gas contract to reflect our revised energy strategy and anticipated long-term needs. The updated agreement offers improved value and will be monitored to ensure it continues to meet the requirements of our new building and operational changes.

6. Trust estate

In February 2025, the school successfully relocated to its new building, marking a major milestone in the estate redevelopment project. Demolition of the former main school building, DT block, and gym block has since taken place, with landscaping and construction of the new external areas now underway. Completion of the full site is expected by Easter 2026. The estate continues to be maintained by the premises team and specialist contractors, supported by a Service Level Agreement with Gloucestershire County Council to ensure compliance with statutory and best practice requirements.

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Plans for Future Periods

Looking ahead to 2025/26, the Trust's priorities remain focused on sustaining strong educational outcomes while managing resources effectively. The increase in the minimum per-pupil funding level to £6,465 from September 2025 provides a secure financial foundation to support these plans. Continued growth in student numbers, with the school remaining above its Published Admission Number (PAN), will further strengthen funding and enable investment in key areas. In addition, the major building project is scheduled for completion during the coming year, which will significantly enhance facilities for students and staff. The school has also successfully secured additional funding from the Department of Education to offset costs incurred due to delays in the move, ensuring that the project can be delivered without compromising other priorities.

The School Development Plan for 2025/26 highlighted our key areas that will drive school improvement. These fall under three main headings.

1. A sense of belonging

Belonging is that sense of being somewhere you can be confident that you will fit in, be valued and be safe in your identity: a feeling of being at home in a place. It is manifested in high levels of attendance, in positive relationships and the ways in which staff and students talk to, and about, each other and the school. Staff and students feel they belong, are heard and seen for who they are. Belonging and behaviour are closely linked. The behaviour 'agenda' is owned by everyone with a common language and a shared set of practices. Everyone is included, noticed and recognised for what they bring to the school community.

- 1.1 Students attend well and are punctual.
- 1.2 We successfully transition to our new building, maintaining our culture.
- 1.3 Our behaviour systems work for everyone.
- 1.4 Our House System drives our ethos and our Rewards System recognise everyone.

2. A shared knowledge about how to get better

Our school has a past, present and a future; it sometimes has a "TK Way". We understand where we *were*, where we are *now*, and where we *want* to be. We know where to find expertise, advice or honest feedback. We know where to find the best practice occurring, and we understand the issues and **persistent problems** we are grappling with. We are aware of the quality of the contribution something (or someone) makes, appreciating and understanding *how* and *why* things are to help to create actionable ideas. We acknowledge our uncertainty and in doing so become, ironically, less sure-footed.

- 2.1 Appraisal recognises the broader role of staff.
- 2.2 Link Meetings are consistent, focussed and purposeful.
- 2.3 The Quality of Education is more deeply understood and informs our actions.
- 2.4 The system knowledge of Middle Leaders both informs planning and grapples with the school's persistent problems.

3. A sense of agency and opportunity in a thriving community

Staff and students know that they can make a difference because they have a strong sense of personal agency, that is the belief that what we do makes a difference, combined with the skills and opportunity to do it. The structures within the school support both agency and opportunity, underpinned by financial confidence. There is widely held confidence and satisfaction with the school which shows in symptoms such as exam outcomes, financial and Mental Health data. These all indicate that the school community is flourishing.

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3.1 Learning and Teaching is our core business, with a focus on checks for understanding and assessment, vocabulary and home learning.

3.2 Financial stability enables the school to allocating resources to support its development and to manage financial risk.

3.3 Pastoral Structures and systems are sustainable and meet the needs of both students and staff.

3.4 Student leadership is purposeful, inclusive and drives meaningful changes.

Funds held as Custodian Trustees on behalf of others

The Academy and its Trustees do not act as Custodian Trustees of any other charity.

Auditors

The Financial Statement auditors, Hazlewoods LLP, are willing to continue in office and a resolution to reappoint them will be proposed at the Annual General Meeting.

Disclosure of information to the Auditors

In so far as the Trustees are aware:

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

The Report of the Trustees was approved by the Trustees on

and signed on their behalf by:



10/12/2025

Miss Mia Baker
Chair of Trustees

THOMAS KEBLE SCHOOL
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GOVERNANCE STATEMENT

Scope of Responsibility

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

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Handbook and competency framework for governance.

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Thomas Keble School 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 5 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
Mr Steven Shaw, Headteacher	5	5
Mr Julian Wintle, (Chair) (Resigned 31 st August 2025)	5	5
Ms Mia Baker, Parent Trustee (Chair)	3	5
Mrs. Luisa Senft-Hayward	5	5
Mr. Seb Bacon	2	5
Mrs. Nicola Bryant	4	5
Mrs. Carol Turner	5	5
Mrs Fiona Gill	5	5
Mr Alastair Pearson	4	5
Mr Nikki Smith	3	3
Mr Robert Kingscote	1	4
Mrs Lisa Nicholls	1	1
Mr Ossian Hynes	1	1

The Resources Committee is a sub-committee of the Board of Trustees. Its purpose is to provide guidance and assistance to the Board of Trustees on all matters related to finance, resources, personnel and health and safety of the Academy. This includes approving annual budgets, monitoring financial performance against that budget, reviewing delegated authorities, ensuring all transactions are conducted in accordance with good practice, to ensure best value is achieved in all financial transactions and to receive and (where relevant) respond to periodic audit reports on the Academy and of public funds. This committee contains a sub-committee that acts as the Academy's Audit Committee.

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
Mr Steven Shaw, Headteacher	4	4
Mr Robert Kingscote	0	3
Mrs Nicola Bryant (Chair of Resources committee)	4	4
Mrs Seb Bacon	2	4
Mr Julian Wintle	3	4
Mrs Mia Baker	4	4
Mrs Luisa Senft-Hayward	2	4

Conflicts of interest

Each year the Academy requires all Staff, Trustees and Members to declare any pecuniary interests, any additional paid work or any membership of closed clubs. Through this mechanism, the Academy ensures that there are no undeclared conflicts of interest. In addition to this, each committee has a standing agenda item to declare any such conflicts in relation to the work of the committee which are recorded in minutes. Any declared interest would mean that a member or trustee would not vote on the related issue.

Review of Value for Money

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

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

- * Using opportunities as they arise to review staffing levels and utilise opportunities as they arise to restructure in order to effect improved efficiencies and cost savings.
- * Review roles and responsibilities in a range of areas to ensure best value for money and cost-effective ways of delivering a maintained quality of provision.
- * Monitoring contracts to achieve best value when contract renewal has occurred.
- * Review provision within High Needs to consider actions to balance the funding gap in this area.
- * Extending the outsourcing of IT network support for primary schools to generate income in this area.

The Trustees of Thomas Keble are committed to achieving Best Value in all aspects of the school's work. We use principles of Best Value, as they apply to raising standards and meeting the need of all pupils. We will:

- * regularly review the school's work;
- * monitor outcomes, and compare performance, with similar schools;
- * consult widely about the school's work; and
- * promote fair competition to ensure that goods and services are secured in the most economic, efficient and effective way.

The Academy has effectively used relevant funding to ensure the trust's estate is safe, well-maintained, and complies with regulations. Fire Alarms are checked weekly; the fire extinguishers are serviced annually; lightening protection is checked annually; Gas supply is checked annually; security is checked and maintained (including alarms) annually; the lift is serviced quarterly. The Academy has a Site Team who access a maintenance budget as needed. Specialist contractors are brought in as needed. The main 3-storey building has a steel propping solution to mitigate against a structural defect. This is inspected every 6 months by a structural engineer.

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

The budget for 2024-25 had been set to achieve the above, with an emphasis on the following:

- A School Development Plan, setting out key priorities, outcomes and targets.
- Whole school training, related to all of the above, with an emphasis on "in house" training where appropriate to enable us to save money regarding outside training costs and possible supply staff.
- Review of each appointment to determine need, scale and hours required to fulfil each vacancy and achieve savings, where possible.
- Monitored and reviewed capitation to departments.
- Continued support to pupils through one-to-one tuition, extra-curricular opportunities, and individual counselling as necessary.
- Review of some contracts, for example telephone system and photocopiers, to ensure that we have up-to-date equipment whilst ensuring value for money offset against needs of the school.
- Purchase of new I.T. equipment and review of I.T. licences and appropriate I.T. services, to support teaching and learning.
- Ensured all income is accounted for and any grants ringfenced accordingly.
- Continued use of our credit card so that we can take better advantage of online offers thus making savings in the school budget.
- Benchmarking with other schools to review relevant costs and ensure value for money.
- Business Manager maintains close links with other Academy Schools, Accountants and our solicitors, plus is a member of the local Business Managers' Forum (GASBM).
- Headteacher maintained close links with other Schools through Headteachers' network (Gloucestershire Association of Secondary Heads) and attending appropriate courses.
- Updated the Finance Policy in line with the Academy Finance Handbook.
- Reviewed our Charging for School Activities Policy to ensure that trips etc. are cost effective.
- Continue to develop stakeholder proficiency in the new finance system to support transparency in budget spending and overall efficiency, for example through the systems alignment with DfE chart of accounts to make statutory returns easier.

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy 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 Thomas Keble School during the reporting period 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

During the academic year, the Trustees' Resources Committee reviews the budget forecasts at three key points after it is set and signed off. The aim of this is to ensure the budgets reflect the most up to date information available and to ensure the longer-term forecasts reflect any changes. The budget setting and review / update cycle is as follows:

- **June** – Budget for the following year is agreed. June out turn is completed to ensure that the current budget forecast is reflected in the forecast. Between June and August, the BFR is completed and submitted to the ESFA.
- **November** – Agreed budget is updated for approval. The update considers the October census information to confirm Pupils on Roll for the following year's budget planning. Adjustments are then made accordingly to reflect the confirmed position.
- **January** – The Dedicated School Grant indications for the following year are used to review the budget, alongside the Spring census. This allows an opportunity for the current year's budget to be reviewed, whilst planning for the medium to longer term budget setting. This Committee meeting also includes assumption and risk updates, alongside a detailed ICFP review, which informs the recruitment plan to ensure it is maintained within appropriate margins.

GOVERNANCE STATEMENT

- **March:** Admissions allocations are used to review the budget forecasts again. Assumptions and risk updates are given, to reflect the admissions and allocations and the internal scrutiny committee report on the internal scrutiny process. Half year report on cost centres and cashflow are used to inform any budget adjustments that may be required and to provide accurate information to inform the budget forecast return.

Capacity to Handle Risk

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

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports that are reviewed and agreed by the Board of Trustees;
- regular reviews by the Resources Committee of reports that indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties;
- identification and management of risks.

In 2024/25, Audit Risk Assurance (ARA), which was formerly the Gloucestershire County Council's internal audit department carried out the internal audit. It is a traded service that provides Internal Audit services to Academies. They followed lines of enquiry established by the Academy's audit committee, whose selection was informed by the Academy's risk register. This is a continuation of the work undertaken in previous years and presented to the Resources Committee. The Internal Audit Committee reviewed the report and made recommendations in the internal control assessment overview, alongside the minutes of the Resource Committee meeting.

The bought-in internal audit service includes giving advice on financial matters and performing a range of checks on the Academy's financial systems, if asked.

The internal audit arrangements, carried out by Gloucestershire County Council in 2024/25 are compliant with the new and revised Ethical Standards.

Below are the lines of enquiry which had been selected for review by the Trustees:

1. Check a sample of purchase orders to delivery notes and invoices to ensure documentation is complete, has been appropriately checked and authorised.
2. Review of the accruals schedule against costs committed but not yet invoiced.
3. A check of statutory and non-statutory deductions from pay.
4. Look at the link between the budgeting system and the finance system – how do they interact? And then, how do we build a budget? What source information do we use?
5. Review up to 2 DPO incident reports – ensure actions taken are suitably reviewed by Trustees.

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

There were 4 recommendations for the areas scrutinized. 1 was High priority, 2 were Medium and 1 was Low. The Audit Opinion is:

"Overall the existing procedures and controls provide an Acceptable Assurance level in meeting the control objectives for the area under review."

As Accounting Officer, the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by

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

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

Conclusion

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

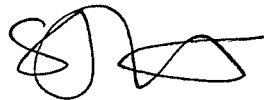
Approved by order of the members of the Board of Trustees on

and signed on their behalf, by:



Miss Mia Baker
Chair of Trustees

10/12/2025



Mr Steven Shaw
Accounting Officer

10/12/2025

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

I confirm that I and the board of trustees are able to identify any material irregular or improper use of all funds by the academy trust, or material non-compliance with the framework of authorities.

I confirm that no instances of material irregularity, impropriety or 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.



Mr Steven Shaw
Accounting Officer

Date: 17/12/25

THOMAS KEBLE SCHOOL

(A Company Limited by Guarantee)

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

The Trustees (who act of Governors of Thomas Keble School and are also Directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' Report including the Strategic 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, which give a true and fair view of the state of affairs of the Charitable Company and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Company for the year. 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 (FRS102) and the Academies Accounts Direction 2024 to 2025;
- make judgements and 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 operation.

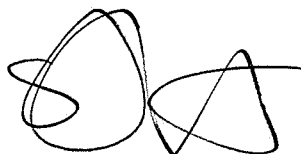
The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements 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 to the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the Education & Skills Funding Agency and Department for Education 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.



Miss Mia Baker
Chair of Trustees

10/12/2025



Mr Steven Shaw
Accounting Officer

10/12/2025

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

Opinion

We have audited the financial statements of Thomas Keble School for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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 and 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 (FRS102) 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 (FRS102) 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the academy trust in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustee's annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

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 (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the academy 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.

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

Auditor's responsibilities for the audit of the financial statements

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

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

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the operations of the company. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006, SORP and taxation laws;
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included challenging assumptions and judgments made by management in its significant accounting estimates and identifying and testing journal entries, in particular any journal entries posted with unusual characteristics.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the academy trust and the academy trust's members as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Felicity Sang (Senior Statutory Auditor)

18/12/2025
.....
Date

For and on behalf of Hazlewoods LLP, Statutory Auditor
Staverton Court
Staverton
Cheltenham
GL51 0UX

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO
THOMAS KEBLE SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY
FOR THE YEAR ENDED 31 AUGUST 2025**

In accordance with the terms of our engagement letter dated 18 July 2025 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Thomas Keble School during year to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

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

The Accounting Officer is responsible, under the requirements of Thomas Keble School's funding agreement with the Secretary of State for Education and the Academy Trust Handbook for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 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 set out in our engagement letter.

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

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

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

In this regard, we have carried out the following:

- specific testing of a sample of items of income and expenditure to ensure appropriately applied for the purposes intended;
- specific testing of a sample of system controls relevant to the above items;
- a general review of relevant correspondence with the DfE regarding Academy governance matters during the period since conversion; and
- a general review and discussion of the Academy's internal processes for establishing and maintaining systems of control and documentation regarding these matters.

INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO
THOMAS KEBLE SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY
FOR THE YEAR ENDED 31 AUGUST 2025

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 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.



.....
Felicity Sang (Reporting Accountant)

18/12/2025

.....
Date

For and on behalf of Hazlewoods LLP, Statutory Auditor

**Staverton Court
Staverton
Cheltenham
GL51 0UX**

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

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

	Notes	Unrestricted Funds £	Restricted Funds £	Restricted Fixed Asset Funds £	Total 2025 £	Total 2024 £
INCOME FROM:						
Donations and capital grants	2	25,697	-	18,720,897	18,746,594	143,396
Other income	3	186,396	-	-	186,396	242,358
Charitable activities: Funding for educational operations	3	-	5,362,541	-	5,362,541	4,785,158
Total income		212,093	5,362,541	18,720,897	24,295,531	5,170,912
EXPENDITURE on:						
Charitable activities	4	136,653	5,166,255	5,373,904	10,676,812	5,158,412
Total expenditure		136,653	5,166,255	5,373,904	10,676,812	5,158,412
Net income/ (expenditure)		75,440	196,286	13,346,993	13,618,719	12,500
Transfers between funds	16	(144,538)	-	144,538	-	-
Net income/(expenditure) before other recognised gains and losses		(69,098)	196,286	13,491,531	13,618,719	12,500
Actuarial gains on defined benefit pension schemes	20	-	(66,000)	-	(66,000)	75,000
NET MOVEMENT IN FUNDS		(69,098)	130,286	13,491,531	13,552,719	87,500
RECONCILIATION OF FUNDS						
Total funds brought forward	16	188,481	45,237	6,961,341	7,195,059	7,107,559
Total funds carried forward	16	119,383	175,523	20,452,872	20,747,778	7,195,059

All of the Academy's activities derive from continuing operations during the above two financial periods.

No separate statement of total recognised gains and losses has been presented as all such gains and losses are dealt with in the statement of financial activities above.

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

BALANCE SHEET
AS AT 31 AUGUST 2025

	Notes	2025 £	2024 £
Fixed Assets			
Tangible assets	12	20,452,870	6,961,341
Current Assets			
Stock	13	5,734	4,005
Debtors	14	117,470	108,325
Cash at bank and in hand		456,136	423,721
		579,340	536,051
Creditors: Amounts falling due within one year	15	(274,386)	(290,417)
Net current assets		304,954	245,634
Total assets less current liabilities		20,757,824	7,206,975
Creditors: amounts falling due after more than one year	15	(10,046)	(11,916)
Net assets excluding pension scheme liabilities		20,747,778	7,195,059
Defined benefit pension scheme (liability)	20	-	-
Net assets including pension scheme liabilities		20,747,778	7,195,059
Funds of the academy			
Unrestricted funds	16	119,383	188,481
Restricted income funds	16	175,523	45,237
Restricted fixed asset funds	16	20,452,872	6,961,341
Restricted income funds excluding pension liability		20,747,778	7,006,578
Pension reserve		-	-
Total restricted income funds	16	20,747,778	7,147,010
Total funds		20,747,778	7,195,059

The financial statements on pages 27 to 49 were approved by the Trustees, and authorised for issue on _____ and are signed on their behalf by:


Miss Mia Baker
Chair of Trustees

10/12/2025

Company Limited by Guarantee
Registration Number 07698037

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £	2024 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash provided by operating activities	18	18,883,707	28,931
Cash flows from investing activities:			
Purchase of tangible fixed assets		(18,865,436)	(145,192)
Capital funding received from sponsors and others		15,897	140,432
Net cash used in investing activities:		<u>(18,849,539)</u>	<u>(4,760)</u>
Cash flows from financing activities	18	<u>(1,753)</u>	<u>(52,996)</u>
Change in cash and cash equivalents in the year		32,415	(28,825)
Cash and cash equivalents brought forward		423,721	452,546
Cash and cash equivalents carried forward		<u>456,136</u>	<u>423,721</u>

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 historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP (FRS 102)), the Academies Accounts Direction 2024 to 2025 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Thomas Keble School constitutes a public benefit entity as defined by FRS 102.

1.2 Going Concern

The Trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy to continue as a going concern. The Trustees make this assessment in respect of a period of one year from the date of approval of the financial statements.

The Academy is currently in an overall surplus position. To maintain an overall cumulative surplus, the Academy adopts a scientific and robust approach to budget planning. Assumptions are made based on pupil numbers, with cautious approaches taken to pay pressures. Inflationary uplift is considered for non-staffing expenditure, with fixed term contracts used to smooth out any impact of fluctuations in energy prices. Integrated financial planning strategies are used to ensure that the Academy remains within tolerance for significant cost centres. For example, the Academy strives to maintain around 80% to 81% of total income on staffing and uses average contact ratios and pupil:staff ratios to ensure all plans are within the range of similar schools nationally, referencing the ESFA's School Resource Management Self-Assessment benchmarking dashboard to achieve this. The Trustees have considered these budgets, along with up-to-date financial information and key performance indicators, and taking into account all available information, believe that it is appropriate to prepare these financial statements on a going concern basis.

1.3 Income

All income is recognised once the Academy has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of Financial Activities incorporating Income and Expenditure Account 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 entitlement of receipt its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the statement of Financial Activities incorporating Income and Expenditure Account in the year for which it is receivable and any abatement in respect of the period deducted from income and recognised as a liability.

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

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

1 Accounting Policies (continued)

Sponsorship income provided to the Academy which amounts to a donation is recognised in the Statement of Financial Activities incorporating Income and Expenditure Account in the period in which it is receivable, where receipt is probable and it is measurable.

Donations are recognised on a receivable basis where receipt is probable and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

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

All expenditure is inclusive of irrecoverable VAT.

1.5 Tangible Fixed Assets and depreciation

All assets costing more than £500 are capitalised 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 incorporating income and expenditure account 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 incorporating Income and Expenditure Account. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

Freehold buildings	50 years straight line basis
Furniture and fixtures	4-10 years straight line
Motor vehicles	3 years straight line
Computer equipment	5 years straight line

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

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

1 Accounting Policies (continued)

1.6 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating Income and Expenditure Account on a straight line basis over the lease term.

1.7 Stocks

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

1.8 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.

1.9 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.

1.10 Liabilities and provisions

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

The Academy only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy and their measurement basis 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 14. Prepayments are not financial instruments. Amounts due to the Academy's wholly owned subsidiary are held at face value less any impairment. 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 costs as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instruments.

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

1 Accounting Policies (continued)

1.12 Taxation

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

1.13 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 21, the TPS is a multi-employer scheme and the Academy is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the Academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit 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 gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

As per the actuary's schedule of results for the Local Government Pension Scheme, the total market value of assets exceeds the present value of the scheme liabilities. The actuary's schedule of results valued the pension scheme in an asset position at the year end, however as this asset is unlikely to be realised, it has been reduced to Nil by an asset ceiling adjustment. Significant judgement was used to restrict the surplus using an asset ceiling adjustment as the entity will not be able to recover this surplus in the future.

1.14 Fund Accounting

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

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

Restricted general funds comprise all other restricted funds received and include grants from the Education and Skills Funding Agency and Department for Education.

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

1 Accounting Policies (continued)

1.15 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

The 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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 20, will impact the carrying amount of the pension liability.

There is significant judgements needed in assessing whether any LGPS surplus should be recognised as a pension asset or whether the surplus should be restricted to some level or in total. FRS 102 section 28.22 states a plan surplus can be recognised only to the extent an entity is able to recover the surplus, either through reduced contributions in the future, or through refunds from the scheme. Consider including here the impact of this assessment, on the extent to which a scheme surplus has been recognised as a pension asset at the balance sheet date.

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.

2 Income from donations and capital grants

	Unrestricted Funds £	Restricted Funds £	Restricted Funds Fixed assets £	Total 2025 £	Total 2024 £
Donations	25,697	-	-	25,697	2,964
Capital grants	-	-	15,897	15,897	140,432
School building donation	-	-	18,705,000	18,705,000	-
	<u>25,697</u>	<u>-</u>	<u>18,720,897</u>	<u>18,746,594</u>	<u>143,396</u>
Total 2024	<u>2,964</u>	<u>-</u>	<u>140,432</u>	<u>143,396</u>	

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

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

3. Funding for Academy's Educational Operations

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
DfE/ESFA revenue grants:				
General Annual Grant	-	4,398,645	4,398,645	3,990,157
Rates reclaim	-	-	-	-
Pupil Premium and Service Premium	-	156,910	156,910	144,499
Catch up Premium	-	-	-	31,257
Capital Grant	-	-	-	-
Teachers pay grant	-	166,291	166,291	110,562
Other DfE and ESFA -16-19 core education funding <i>and any other material grants</i>	-	161,996	161,996	120,230
	-	4,883,842	4,883,842	4,396,705
Other Government Grants				
Special Educational Needs (SEN)	-	414,771	414,771	257,233
Other local authority grants	-	63,928	63,928	131,220
Other income				
Pension finance income	186,396	-	186,396	242,358
	<u>186,396</u>	<u>5,362,541</u>	<u>5,548,937</u>	<u>5,027,516</u>
Total 2024	<u>242,358</u>	<u>4,785,158</u>	<u>5,027,516</u>	

4. Analysis of expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Restated Total 2024 £
Direct costs	136,653	4,229,586	4,366,239	4,020,050
Allocated support costs	-	6,310,573	6,310,573	1,138,362
	<u>136,653</u>	<u>10,540,159</u>	<u>10,676,812</u>	<u>5,158,412</u>
Total 2024	<u>166,231</u>	<u>4,992,181</u>	<u>5,158,412</u>	

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

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

5. Expenditure

	Staff Costs £	Other Costs £	Premises Costs £	Total 2025 £	Restated Total 2024 £
Educational activities:					
- Direct costs	4,028,975	315,663	21,601	4,366,239	4,020,050
- Support costs	490,506	5,634,879	251,188	6,310,573	1,138,362
	<u>4,453,481</u>	<u>5,950,542</u>	<u>272,789</u>	<u>10,676,812</u>	<u>5,158,412</u>
Total 2024	<u>4,133,171</u>	<u>661,370</u>	<u>202,659</u>	<u>5,158,412</u>	

6 Analysis of expenditure by activities

	Activities Undertaken Directly £	Support Costs £	Total 2025 £	Total 2024 £
Educational Operations	4,366,239	6,310,573	10,676,812	5,158,412
Total 2024	<u>4,020,050</u>	<u>1,138,362</u>	<u>5,158,412</u>	

Analysis of direct costs

	Educational Operations £	Total 2025 £	Total 2024 £
Wages and salaries	2,933,082	2,933,082	2,742,826
National insurance	314,254	314,254	272,411
Pension cost	781,639	781,639	682,555
Staff expenses	21,601	21,601	22,855
Educational supplies	40,325	40,325	46,289
Examination fees	65,733	65,733	59,153
Educational consultancy	72,952	72,952	27,730
Educational activities	136,653	136,653	166,231
	<u>4,366,239</u>	<u>4,366,239</u>	<u>4,020,050</u>
Total 2024	<u>4,020,050</u>	<u>4,020,050</u>	

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

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

6 Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational Operations	Total 2025	Total 2024
	£	£	£
FRS102 Pension adjustment (Note 20)	(66,000)	(66,000)	(45,000)
Staff costs	490,506	490,506	480,379
Depreciation	272,824	272,824	180,049
Loss on disposal	5,101,080	5,101,080	-
Insurance	17,700	17,700	15,502
Technology costs	27,969	27,969	25,285
Other	118,818	118,818	99,338
Maintenance of premises	24,451	24,451	26,177
Cleaning and caretaking	96,235	96,235	85,980
Rates	-	-	10,871
Energy	103,104	103,104	133,648
Security	353	353	851
Catering	47,071	47,071	42,388
Other premises costs	27,045	27,045	38,489
Legal and professional	33,171	33,171	31,396
Auditor costs	16,246	16,246	13,009
	<u>6,310,573</u>	<u>6,310,573</u>	<u>1,138,362</u>
Total 2024	<u>1,138,362</u>	<u>1,138,362</u>	

7. Net income/(expenditure)

	2025	2024
	£	£
This is stated after charging:		
Depreciation of tangible fixed assets:		
Owned by the academy	272,824	180,049
Auditors' remuneration – audit	11,376	10,260
Auditors' remuneration – other services	4,870	2,749
	<u>4,870</u>	<u>2,749</u>

8. Staff Costs

	2025	2024
	£	£
a. Staff costs		
Staff costs and employee benefits were as follows:		
Wages and salaries	3,131,452	3,037,291
Social security costs	349,718	304,653
Operating costs of defined benefit pension schemes	884,783	769,018
FRS 102 pension adjustment	(66,000)	(45,000)
	<u>4,299,953</u>	<u>4,065,962</u>
Agency staff costs	153,528	67,209
	<u>4,453,481</u>	<u>4,133,171</u>

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

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

8. Staff Costs (continued)

b. Non-statutory/non-contractual staff severance payments

There were no non-statutory/non-contractual staff severance payments in the period.

c. Staff numbers

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

	2025	2024
	Number	Number
Teachers	48	47
Learning Support Workers	20	21
Administration	12	12
Library, Technicians and Site Manager	13	14
Management	9	6
	<u>102</u>	<u>100</u>

Average headcount expressed as a full time equivalent:

	2025	2024
	Number	Number
Teachers	42	42
Management	9	6
Administration and support	34	34
	<u>85</u>	<u>82</u>

d. Higher paid staff

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

	2025	2024
	Number	Number
In the band £60,001 - £70,000	1	2
In the band £70,001- £80,000	2	1
In the band £80,001 - £90,000	1	0
In the band £90,001-£100,000	1	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 employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £801,568 (2024: £568,514)

THOMAS KEBLE SCHOOL
(A Company Limited by Guarantee)

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

9. Trustees' Remuneration and Expenses

One or more Trustees have been paid remuneration or has received other benefits from an employment with the Academy. The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of principal and other staff members under their contracts of employment and not in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows:

Mr Steven Shaw, Head Teacher

- Remuneration £95,000-£100,000 (2024: £90,000 - £95,000)
- Pension contributions paid £25,000-£30,000 (2024: £20,000 - £25,000)

Mr Robert Kingscote

- Remuneration £55,000-£60,000 (2024: £50,000 - £55,000)
- Pension contributions paid £15,000-£20,000 (2024: £10,000 - £15,000)

Ossian Wyn Hynes

- Remuneration £60,000-£65,000
- Pension contributions paid £15,000-£20,000

Lisa Nicholls

- Remuneration £55,000-£60,000
- Pension contributions paid £15,000-£20,000

During the year ended 31 August 2025, no travel and subsistence expenses were reimbursed to Trustees (2024 - £Nil).

10. Trustees' and Officers' Insurance

In accordance with normal commercial practice the Academy 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 and the cost for the year ended 31 August 2025 was included in the schools combined insurance policies amount to £14,448. The cost of this insurance is included in the total insurance cost and related to a multiple-line policy provided by the ESFA.

11. Other finance cost

	2025	2024
	£	£
Interest income on pension scheme assets	216,000	191,000
Interest on pension scheme liabilities	(204,000)	(246,000)
	<u>12,000</u>	<u>(45,000)</u>

THOMAS KEBLE SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

12. Tangible Fixed Assets

	Freehold Land and Buildings £	Fixtures & Fittings £	Motor Vehicles £	Computer equipment £	Total £
Cost					
At 1 September 2024	8,681,939	93,538	28,538	392,464	9,196,476
Additions	18,705,000	107,414	-	53,022	18,865,435
Disposals	(6,844,393)	(40,769)	-	(324,139)	(7,209,301)
At 31 August 2025	<u>20,542,546</u>	<u>160,183</u>	<u>28,536</u>	<u>121,347</u>	<u>20,852,611</u>
Depreciation					
At 1 September 2024	1,767,720	81,126	28,274	358,015	2,235,135
Charged in year	232,830	18,187	262	21,546	272,824
Eliminated on disposal	(1,743,460)	(40,620)	-	(324,139)	(2,108,220)
At 31 August 2025	<u>257,090</u>	<u>58,693</u>	<u>28,536</u>	<u>55,422</u>	<u>399,741</u>
Net book values					
At 31 August 2025	<u>20,285,456</u>	<u>101,490</u>	<u>-</u>	<u>65,925</u>	<u>20,452,870</u>
At 31 August 2024	<u>6,914,219</u>	<u>12,412</u>	<u>262</u>	<u>34,448</u>	<u>6,961,341</u>

Recognised within freehold property, is non-depreciable land at a cost of £1,429,050 (2024: £1,429,050).

13. Stocks

	2025 £	2024 £
School uniform and goods for resale	<u>5,734</u>	<u>4,005</u>

14. Debtors

	2025 £	2024 £
Trade debtors	30,730	28,549
Prepayments and accrued income	63,760	75,594
VAT recoverable	22,980	4,182
	<u>117,470</u>	<u>108,325</u>

THOMAS KEBLE SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

15. Creditors

a. Creditors: amounts falling due within one year	2025	2024
	£	£
Trade creditors	55,444	46,428
Other taxation and social security	180,389	162,542
Other creditors	2,721	2,377
Accruals and deferred income	35,832	79,070
	<u>274,386</u>	<u>290,417</u>

b. Deferred income

	2025	2024
	£	£
Deferred Income at 1 September 2024	29,044	33,417
Resources deferred in the year	31,315	29,044
Amounts released from previous years	(29,044)	(33,417)
Deferred Income at 31 August 2025	<u>31,315</u>	<u>29,044</u>

Income received during the year ended 31 August 2025 specific to funding for future years has been deferred accordingly.

c. Creditors: amounts falling after one year

	2025	2024
	£	£
Other creditors	<u>10,046</u>	<u>11,916</u>

A loan of £204,237 from Salix was completed in the year.

A second loan of £19,331 from Salix which is being repaid over 10 years based on a monthly repayment of £179 which is deducted at source from the ESFA GAG remittance.

THOMAS KEBLE SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

16. Statement of Funds

	Balance at 31 August 2024 £	Income £	Expenditure £	Gains/ (Losses) and Transfers £	Balance at 31 August 2025 £
Unrestricted funds					
Unrestricted Funds	188,481	212,093	(136,653)	(144,538)	119,383
	<u>188,481</u>	<u>212,093</u>	<u>(136,653)</u>	<u>(144,538)</u>	<u>119,383</u>
Restricted funds					
General annual grant (GAG)	45,237	4,398,645	(4,268,359)	-	175,523
Private trips fund	-	-	-	-	-
Pupil premium	-	156,910	(156,910)	-	-
Other DfE/EFA grants	-	328,287	(328,287)	-	-
SEN	-	414,771	(414,771)	-	-
Other government grants	-	7,557	(7,557)	-	-
Pension reserve	-	-	66,000	(66,000)	-
	<u>45,237</u>	<u>5,362,541</u>	<u>(5,166,255)</u>	<u>(66,000)</u>	<u>175,523</u>
Restricted Fixed Asset Fund					
Net book value of fixed assets	6,961,341	18,705,000	(5,373,904)	160,435	20,452,872
Devolved formula capital	-	15,897	-	(15,897)	-
	<u>6,961,341</u>	<u>18,720,897</u>	<u>(5,373,904)</u>	<u>144,538</u>	<u>20,452,872</u>
Total restricted funds	<u>7,006,578</u>	<u>24,093,067</u>	<u>(10,606,159)</u>	<u>75,538</u>	<u>20,628,395</u>
Total of funds	<u>7,195,059</u>	<u>24,295,531</u>	<u>(10,676,812)</u>	<u>(66,000)</u>	<u>20,747,778</u>

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16. Statement of funds (continued)

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

General funds	Funds received with no specific restrictions in place, and so can be used at the discretion of the Academy.
General Annual Grant	School Based Share of income in respect of pupil's core education provision.
Private trips funds	Fund retained in respect of educational trips and visits.
Pupil Premium	Monies received and expended in respect of those students that qualify for Pupil Premium assistance.
Other DfE/ESFA grants	Any other funds received in a non-educational based manner that are restricted by their application need.
Pension reserve	LGPS pension reserve recognised in the accounts per FRS102.
Restricted Fixed Assets	Fund documenting the fixed assets retained by the Academy.

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16. Statement of funds (continued)

Statement of funds – prior year

	Balance at 31 August 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds					
Unrestricted Funds	114,150	245,322	(166,231)	(4,760)	188,481
	<u>114,150</u>	<u>245,322</u>	<u>(166,231)</u>	<u>(4,760)</u>	<u>188,481</u>
Restricted funds					
General annual grant (GAG)	117,211	3,990,157	(4,062,131)	-	45,237
Pupil premium	-	144,499	(144,499)	-	-
Other DfE/EFA grants	-	230,792	(230,792)	-	-
SEN	-	257,233	(257,233)	-	-
Other government grants	-	162,477	(162,477)	-	-
Pension reserve	(120,000)	-	45,000	75,000	-
	<u>(2,789)</u>	<u>4,785,158</u>	<u>(4,812,132)</u>	<u>75,000</u>	<u>45,237</u>
Restricted Fixed Asset Fund					
Net book value of fixed assets	6,996,198	-	(39,617)	4,760	6,961,341
Devolved formula capital	-	140,432	(140,432)	-	-
	<u>6,996,198</u>	<u>140,432</u>	<u>(180,049)</u>	<u>4,760</u>	<u>6,961,341</u>
Total restricted funds	6,993,409	4,925,590	(4,992,181)	79,760	7,006,578
Total of funds	<u>7,107,559</u>	<u>5,170,912</u>	<u>(5,158,412)</u>	<u>75,000</u>	<u>7,195,059</u>

17. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Restricted Fixed Asset Funds £	Total Funds 2025 £
Tangible fixed assets	-	-	20,452,870	20,452,870
Current assets	119,383	459,957	-	579,340
Current liabilities	-	(274,386)	-	(274,386)
Non-current liabilities	-	(10,046)	-	(10,046)
Total net assets	<u>119,383</u>	<u>175,525</u>	<u>20,452,870</u>	<u>20,747,778</u>

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NOTES TO THE FINANCIAL STATEMENTS
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17. Analysis of net assets between funds (continued)

Analysis of net assets between funds – prior year

	Unrestricted Funds £	Restricted Funds £	Restricted Fixed Asset Funds £	Total Funds 2025 £
Tangible fixed assets	-	-	6,961,341	6,961,341
Current assets	188,481	347,570	-	536,051
Current liabilities	-	(290,417)	-	(290,417)
Non-current liabilities	-	(11,916)	-	(11,916)
Total net assets	<u>188,481</u>	<u>45,237</u>	<u>6,961,341</u>	<u>7,195,059</u>

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net expenditure for the year (as per the statement of financial activities)	13,618,719	12,500
Adjusted for:		
Depreciation charges	272,825	180,049
Loss on disposal of fixed asset	5,101,080	-
Increase/Decrease in stocks	(1,729)	979
Increase in debtors	(9,145)	(19,482)
Increase/Decrease in creditors	(16,146)	40,317
Capital grants from DfE and other capital income	(15,897)	(140,432)
FRS102 pension adjustments	(66,000)	(45,000)

Net cash provided by operating activities

18,883,707

28,931

Cash flows from financing activities

2025
£

2024
£

Repayments of borrowing

(1,753)

(52,996)

Net cash used in financing activities

(1,753)

(52,996)

19. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	456,136	423,721
Total	<u>456,136</u>	<u>423,721</u>

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20. Pension commitments

The Academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff, and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Gloucestershire County Council Pension Fund. 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 £53,989 (TPS) and £22,342 (LGPS) were payable to the schemes at 31 August 2025 (2024: £68,329 (TPS) and £23,207 (LGPS)).

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

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

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

The employer's pension costs paid to TPS in the period amounted to £642,047 (2024: £556,819).

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

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20. Pension commitments (continued)

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The 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 trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £298,000 (2024: £268,000), of which employer's contributions totalled £244,000 (2024: £219,000) and employees' contributions totalled £54,000 (2024: £49,000). The agreed contribution rates for future years are 29.1% for employers and between 5.5% and 7.5% for employees.

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

The major assumptions used by the actuary were:

	At 31 August 2025	At 31 August 2024
Discount rate for scheme liabilities	6.05%	5.0%
Rate of increase in salaries	3.2%	3.2%
Rate of increase for pensions in payment/inflation	2.7%	2.7%

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

	At 31 August 2025	At 31 August 2024
Retiring today -		
Males	18.5	18.3
Females	23.9	23.9
Retiring in 20 years -		
Males	21.7	21.5
Females	25.8	25.8

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20. Pension commitments (continued)

The academy trusts share of the net assets in the scheme were:

	Fair value at 31 August 2025 £	Fair value at 31 August 2024 £
Equities	3,101,150	2,744,000
Corporate bonds	1,001,910	887,000
Property	572,520	507,000
Cash and other liquid assets	95,420	84,000
Total market value of assets	<u>4,771,000</u>	<u>4,222,000</u>

The actual return on scheme assets was £216,000 (2024: £191,000).

Present value of scheme liabilities	(3,570,000)	(4,015,000)
Asset ceiling adjustment	(1,201,000)	(207,000)
(Deficit) in the scheme	<u>-</u>	<u>-</u>

The actuary's schedule of results valued the pension in an asset position at the year end, however as this asset is unlikely to be realised, it has been reduced to £Nil by the above asset ceiling adjustment.

Amount recognised in the statement of financial activities incorporating Income and Expenditure Account are as follows:

	2025 £	2024 £
Current service cost	(180,000)	(50,000)
Interest income	216,000	191,000
Interest cost	(204,000)	(196,000)
Actual return on scheme assets	<u>(168,000)</u>	<u>(45,000)</u>

Movements in the present value of the defined benefit obligation were as follows:

	2025 £	2024 £
Opening defined benefit obligation	4,015,000	3,699,000
Current service cost	180,000	169,000
Interest cost	204,000	196,000
Employee contributions	54,000	49,000
Actuarial losses	(793,000)	(15,000)
Benefits paid	(90,000)	(83,000)
Closing defined benefit obligation	<u>3,570,000</u>	<u>4,015,000</u>

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Movements in the fair value of the Academy's share of scheme assets:

	2025	2024
	£	£
Opening fair value of scheme assets	4,222,000	3,579,000
Interest income	216,000	191,000
Actuarial gains/losses	125,000	267,000
Employer contributions	244,000	219,000
Employee contributions	54,000	49,000
Benefits paid	(90,000)	(83,000)
Closing fair value of scheme assets	<u>4,771,000</u>	<u>4,222,000</u>

21. Operating lease commitments

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

	2025	2024
	£	£
Amounts payable:		
Within 1 year	23,369	13,305
Between 1 and 5 years	76,285	27,792
Total	<u>99,654</u>	<u>41,097</u>

22. Members' Liability

Each member of the Academy 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.

23. Related Party Transactions

Owing to the nature of the Academy's operations and the composition of the board of Trustees being drawn from local public and private sector organisations, it is inevitable that transactions will take place with organisations in which a Trustee have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academies Financial Handbook, and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

By virtue of the finance team within Thomas Keble undertaking transactions and maintaining records on behalf of the Thomas Keble Parent Teacher Association (TKPTA), the school has a connected charity.

No decisions are made on behalf of the TKPTA by staff within the Academy.

No other related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 9.