

Registered number: 09635397

THOMAS'S ACADEMY  
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

THOMAS'S ACADEMY  
(A Company Limited by Guarantee)

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**THOMAS'S ACADEMY**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

<b>Company name</b>	Thomas's Academy Trust
<b>Company registered number</b>	09635397
<b>Members</b>	S Ritchie S-J Bailes (appointed 4 December 2023) Thomas's London Day Schools
<b>Trustees</b>	A Bali (appointed 4 December 2023) P Bunche (resigned 1 July 2024) M Chester (appointed 5 March 2024) C-P Choi, parent trustee C Dedeaga (appointed 9 October 2023) T Goldsmith (appointed 4 December 2023) S Goorah, parent trustee (resigned 1 July 2024) S Kelly, principal (appointed 25 November 2024) S Merullo, chair D Oyelakin B V R Thomas N T L Thomas, vice chair C Vidal-Hall C Wood, staff trustee (resigned 4 December 2023)  Throughout this report the board of trustees is referred to as the governing board and trustees may be referred to as governors.
<b>Chief Executive Officer (CEO)</b>	S Kelly, Academy Principal and Head Teacher  The CEO of the trust is also the principal of the school and is referred to throughout this report as the principal.
<b>Registered office</b>	New King's Road Fulham London SW6 4LY
<b>Senior management team</b>	S Kelly, Head Teacher C James, Deputy Head Teacher
<b>Independent auditor</b>	CLA Evelyn Partners Limited Chartered Accountants & Statutory Auditor 4 <sup>th</sup> Floor Cumberland House 15-17 Cumberland Place Southampton Hampshire SO15 2BG

**THOMAS'S ACADEMY**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Constitution**

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

The charitable company's memorandum of association and articles of association are the primary governing documents of the Academy Trust.

The trustees of Thomas's Academy Trust are also the directors of the charitable company for the purpose of company law.

The charitable company is known as Thomas's Academy.

Details of the trustees who served during the year are included in the Reference and Administrative details on page 1.

**Members' liability**

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

**Method of recruitment and appointment or election of trustees**

The management of the Academy is the responsibility of the trustees who are elected and co-opted under the terms of the articles of association as follows:

- Trustees appointed by the Members
- Two parent trustees elected by the parents of pupils at the school
- Trustees elected by the staff of the school
- The principal
- Trustees co-opted by the trust

Each trustee is appointed for a term of four years and may be reappointed. Trustees elected by the parents or the staff are elected for a period of four years.

The articles of association require that there be a minimum of three trustees.



## THOMAS'S ACADEMY

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024

#### **Policies and procedures adopted for the induction and training of trustees**

A full induction programme for new trustees has been introduced to ensure that trustees receive a thorough introduction to the Academy and to their role. The new induction programme includes the following:

A briefing on the school from the principal to include:

- Background to the school
- Current issues facing the school
- The Academy Development Plan
- Visiting the school – NGA knowing your school: school visits document
- Term dates for the school
- Details of how to contact the school including e-mail address
- Child protection arrangements (including who the child protection designated person is in the school) and the governor's role

A briefing from the Chair of Governors to include:

- Overview of the governor's role – NGA Governor role description
- An overview of the role of the Clerk to Governors – NGA model job description of a Clerk to Governors role
- The DfE Governance Handbook
- Details of how governors can communicate effectively between meetings
- An introduction to an existing governor (who will act as mentor)
- Details of the external training available to you as a governor

A document pack from the Clerk to Governors to include:

- A copy of the Scheme of Delegation
- A copy of the Articles of Association
- A welcome email to Governor Hub
- Minutes of the last full governing body meeting and details of the governing board's committees including their terms of reference
- Dates for future governors' meetings including committee meetings

Guidance to complete and return all forms/declarations on Governor Hub including:

- Keeping Children Safe in Education Part 1
- NGA Code of Conduct
- Declarations of business or any pecuniary interests
- HMRC's fit and proper persons form
- Registration at Companies House as a company director

#### **Organisational structure**

The organisational structure of Thomas's Academy consists of three levels:

1. Members
2. Trustees (governors)
3. Principal and Senior Management Team

## THOMAS'S ACADEMY

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024

Under the Articles of Association, the business of the trust is managed by the trustees who may delegate the exercise of their functions; subject to limitations set out in the Articles, the trust's Funding Agreement with the Secretary of State for Education and the Regulations of the Education and Skills Funding Agency (ESFA).

To this end the trustees have adopted and developed a Scheme of Delegation under which the governing board delegates a large proportion of its statutory duties to three committees:

- Audit and risk committee
- Finance committee
- Curriculum standards and Children committee

These individual committees are responsible for the functions which have been delegated to them by the full governing board. They operate under their own terms of reference and in compliance with existing legislation, including the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013. The committees meet in advance of each governing board meeting (three times per year) with the exception of the first round of meetings in the Autumn term. The minutes of committee meetings are shared with governors to review in advance of each full governing board meeting.

The governing board reviews the establishment, terms of reference, constitution and membership of committees at least once a year.

Decisions about delegation have been taken by the full governing board and that delegation has been considered in the light of:

- the requirement for the board to fulfil a largely strategic function within the school
- the responsibility of the principal for the internal organisation, management and control of the school
- the requirement for the headteacher to comply with any reasonable direction of the governing body in carrying out a function delegated by the board.

The new principal was appointed a trustee of the school on 25 November 2024, and is a member of all committees as specified in this document. Where the principal is not a member of a committee, they are entitled to attend every committee meeting unless the regulations state otherwise.

The principal is responsible for the internal organisation, management and control of the school; for advising the governing board and for implementing the strategic framework.

As the trust's accounting officer, the principal has specific responsibilities set out by the ESFA. Other responsibilities for the management and operation of the trust are exercised by the principal in accordance with the trust's scheme of delegation.

Under the direction of the principal, the senior management team (SMT) are collectively responsible for the day-to-day running of the school. Individually, each SMT member has designated areas of responsibility which may be varied by the principal from time to time.

## **THOMAS'S ACADEMY**

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### **TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024**

#### **Arrangements for setting pay and remuneration of key management personnel**

No trustee (other than the principal and trustees appointed to the staff of the Academy) was paid or remunerated.

The trust's policy on, and arrangements for teachers' pay and remuneration, have due regard to the current School Teachers' Pay and Conditions Document (STPCD) issued by the Department for Education. Under this policy the pay and remuneration of key management personnel was determined in 2023/24 in accordance with the criteria set out in the 2023 STPCD.

#### **Connected organisations, including related party relationships**

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, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.

There are no connected organisations or related party relationships other than those disclosed within the financial statements.

#### **Trustees' indemnities**

The Academy has signed up to the RPA scheme.

### **OBJECTIVES AND ACTIVITIES**

#### **Objects and aims**

To advance for the public benefit education in the United Kingdom, in particular but without prejudice to the foregoing, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

#### **Public benefit**

The trustees confirm that they have had due regard to the Charity Commission's guidance relating to public benefit when considering the Academy's activities and objectives.

#### **Objectives, strategies and activities**

To create a vibrant and inclusive school community where all children are provided with a broad, skills-based curriculum, and where they can develop as confident, independent, self-aware and thoughtful learners.



## THOMAS'S ACADEMY

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024

#### Activities for achieving objectives

At Thomas's Academy, we place a particular focus on the process of learning, believing that it is far more important that children develop as active learners rather than passive recipients of knowledge. Children at the Academy are challenged to develop their learning skills alongside their subject-specific abilities. In this way we prepare children for the next stage in their education, and for the unpredictable challenges of the 21st century workplace.

We ensure that our approaches are informed by the very latest educational research. We know that intelligence is not fixed and that we can help children to become more successful learners and therefore we believe that schools have a key role in developing children's mindsets.

#### Main activities undertaken to further the charity's purposes for the public benefit

Thomas's Academy is an inclusive community school for children aged 3-11 or taught in Nursery to Year 6. Fundamental to our approach at the Academy is the concept of Learning to Learn. We teach children that they can become better learners by developing five specific 'Learning Attitudes':

##### **Be Reflective**

Children at the Academy are encouraged to spend time reflecting on their successes and on the areas that they need to work on next. We use a consistent approach to providing feedback to children in their books which supports this by providing clear indications of successful work as well as 'next steps' which children are then given time to respond to. The 'Be Reflective' Learning Attitude dovetails into our cornerstone 'Create Beauty', whereby children are encouraged to spend time reflecting on their work and then improving and completing pieces of work that they can be really proud of.

##### **Be Creative**

Being creative is a fundamental requirement for success today and in the future. We encourage creativity in the broadest sense – from the Art Studio to the Music Room, from the ICT suite to the English lesson – children at the Academy are taught to take risks and to invent creative solutions to problems. We are also keen to point out that you can learn to be more creative – your imagination will never limit your learning!

##### **Be Collaborative**

We ensure that children are provided with the opportunity to work with a range of partners and groups to help develop their ability to learn collaboratively. Our collaboration with Thomas's London Day Schools is bringing fresh opportunities for this, with joint projects between the Academy and the Preparatory Schools developing across the curriculum.

##### **Be Inquisitive**

Children are always asking questions, and at the Academy we make sure that these questions are encouraged and used to take children's learning further. Our International Primary Curriculum topics are led by the questions that the children have about that subject. We support children to refine these questions further and to research answers for themselves throughout each topic.

## **THOMAS'S ACADEMY**

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### **TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024**

#### **Be Positive**

We encourage children to embrace the challenge of learning. Making mistakes is a natural part of learning. If you are not making mistakes, then you are probably not pushing yourself hard enough. We support children to become more resilient learners by challenging them and by helping them develop a positive mind-set where problems are just solutions waiting to be discovered!

#### **Admission policy**

The school's admission policy is reviewed annually by the trustees and published on the Academy's website at <https://www.academy.thomas-s.co.uk/admissions/admission-to-thomass-academy>.

#### **STRATEGIC REPORT**

##### **ACHIEVEMENTS AND PERFORMANCE**

#### **Ofsted**

The school was inspected by Ofsted in September 2023 for the first time since March 2018 and the trustees were very happy with the outcome.

The inspectorate found the school to be a 'warm, welcoming and inclusive place.' It found that pupils 'behave well' and 'leaders have high expectations of all pupils, including those with SEND.' It observed that 'pupils are 'happy and enjoy the school,' that 'they are polite and curious' and 'they know that staff care about them.' It noted that 'pupils are inspired by the broad and interesting curriculum' and that 'The school continues to be a good school'.

#### **Key financial performance indicators**

Financial performance is monitored by way of management accounts presented on a monthly basis to the Chair of Governors as well as to the Finance committee termly and Financial Reviews reported at full Governing Body meetings.

#### **Review of activities**

The principal source of funding for the trust is the General Annual Grant (GAG) and other grants that it receives from the Education and Skills Funding Agency (ESFA).

Several key performance indicators are identified and monitored using DfE tools and a process of benchmarking with similar schools in order to understand how the school can use resources most efficiently.

The trustees review the financial activities of the Academy Trust at finance committee meetings and the minutes of these discussions are shared with the governing board at least three times a year. Budgets are monitored against expected expenditure and Income.

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024

The governing board sets a three year budget plan. Future budgets are reviewed to ensure that the Academy Trust continues to be a going concern.

The Academy has a 125-year lease for the former New King's school site. In accordance with the Charities' Statement of Recommended Practice, 'Accounting and Reporting by Charities', this asset is held in a restricted asset fund. The restricted asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

At the end of the Summer term the Academy had 197 pupils on the roll (2023 –220).

#### Key performance indicators

Total number of pupils on roll (all ages) in 23/24 was 197. This is in the context of falling rolls nationally. The school continues to cater for the community with 6.4% of pupils having an EHCP, 50.0% of pupils whose first language is not English and 32% of pupils eligible for free school meals at any time during the past six years.

#### 2023-24 Academic Outcomes

Year 1 phonics screening:

	Thomas's Academy	National averages
Phonics	74%	79%

KS1 outcomes:

	Thomas's Academy	National averages
Reading	71%	68%
Writing	75%	60%
Maths	75%	70%

KS2 outcomes:

	Thomas's Academy	National averages
Reading	73%	73%
Writing	73%	71%
Maths	92%	73%
SPAG	84%	72%

#### Going concern

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



## THOMAS'S ACADEMY

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024

#### FINANCIAL REVIEW

##### Financial review

The Academy generated an adjusted operating deficit of £89,489 (2023 – adjusted operating deficit of £34,741) during the year, reducing the cumulative adjusted operating surplus from £166,772 to £77,283. The cumulative adjusted operating deficit excludes movements on Pension Funds and Fixed Asset funds (including depreciation) which are deemed to be operationally non-controllable costs by the Academy.

After pension service credits (as advised by the TPS actuary) of £20,000 (2023 – charges of £30,000), land and buildings depreciation of £90,842 (2023 – £90,643) and the actuarial gain on pension scheme of £113,000 (2023 – actuarial gain of £328,000) the deficit for the year was £47,775 (2023 – surplus £181,912).

This is detailed in the table below;

	2024 £	2023 £
<b>Net movement in funds (per SOFA)</b>	<b>(47,775)</b>	<b>181,912</b>
Pension (credits)/charges	(20,000)	30,000
Land & buildings depreciation	90,842	90,643
Actuarial gain	(113,000)	(328,000)
<b>Sub total</b>	<b>(89,933)</b>	<b>(25,445)</b>
Devolved Capital Formula income	(6,426)	(21,023)
Expenditure allocated to fixed asset fund	6,870	11,727
<b>Adjusted operating deficit for the year</b>	<b>(89,489)</b>	<b>(34,741)</b>

##### Principal risks and uncertainties

The Academy maintains a risk register that is reviewed termly at the audit & risk committee and Full Governing Body meetings;

The trustees have identified the following areas of risks and uncertainties:

**Strategic risk:** risk of lack of challenge and strategic oversight from governors because of an inadequate mix of skills and the lack of a culture of positive engagement

**Mitigation:** Trustees reviewed the makeup of the governing board and conduct a skills audit during the year, and a permanent chair has now been appointed. The board reviews trustee training and skills regularly and organises staff presentations to the board. The board has appointed a link governor for training.



## THOMAS'S ACADEMY

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024

**Financial risk:** lack of an asset management plan and formal policy on capital improvement is a risk to the budget and value of school asset.

**Mitigation:** The academy principal will produce an asset management plan. The Asset Management policy is reviewed and approved by the Finance Committee.

**Compliance risk:** that safeguarding issues arise due to inappropriate or illegal behaviour by teachers leading to significant reputational damage and unsafe learning environment

**Mitigation:** The board maintains safeguarding policies and procedures including safer recruitment which are reviewed and approved by the board annually. The board receives termly safeguarding reports from the safeguarding link trustee on the single central register to confirm all necessary checks are complete and up-to-date. All staff and governors declare annually they have read the latest version of Keeping Children Safe in Education.

**Financial risk:** Reduction in the number of pupils on roll.

**Mitigation:** This is an issue facing inner London schools due to a fall in the birth rate and families moving out of central London. The board will monitor the number on roll and market the school to the local community. Strong pupil performance will also make the school popular with prospective parents.

#### Reserves policy

The Academy generated a deficit of £47,775 (2023 – surplus of £181,912). The intention is to build the carried forward reserve over future years to a position where it provides cover for a reasonable proportion of the Academy's annual costs. In addition, the Academy would expect to be able to carry forward some resources from the General Annual Grant (restricted fund) in the medium term for renewal and replacement by way of major capital projects and to cover any unforeseen contingencies. The amounts to be carried forward as future reserves would be subject to the guidelines set by the Department for Education.

Total funds at 31 August 2024 were £24,915,044 (2023 – £24,962,819) comprising Unrestricted Funds of £1,141,196 (2023 – £972,059), Restricted Funds deficit of £1,061,185 (2023 – deficit £935,559) and Restricted Fixed Assets Funds of £24,835,033 (2023 – £24,926,319). Of the deficit on Restricted Funds, £9,000 relates to a local authority pension scheme for which there is a long-term recovery plan. The remaining Restricted Fund deficit will be eliminated through the generation of surpluses in future years.

#### Investment policy

The Academy Trust currently holds no investments. Current and deposit accounts are held with Lloyds Bank.

The Trustees ensure that return on working capital is optimised whilst ensuring easy access of the funds. In balancing risk against return the Academy policy is clearly geared to avoiding risk rather than maximising income.

#### Fundraising

The Academy does not carry out any fundraising activities.

## THOMAS'S ACADEMY

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024

#### PLANS FOR FUTURE YEARS

##### Future developments

Thomas's Academy continues to be operated by the Thomas's Academy Trust. There are no immediate plans to significantly change the structure of the Trust or the operational structure, aims and activities of the school. The Governing Board continually reviews the status of the relationship with Thomas's London Day Schools and assesses all options available to it which may benefit the school.

In the medium to long term, the trustees are focused on developing plans that will enable the Academy to become financially secure and in increasing the school roll in light of a declining birth rate.

The financial result for the fiscal year 2023/2024 has decreased the brought forward surplus on operating reserves. The intention is to generate an operating surplus each year in order to build an appropriate level of reserves on the Balance Sheet in future years.

##### Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware; and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

This report was approved by order of the Board of Trustees as the Company directors, on **28/11/2024** and signed on its behalf by:

*Sam Merullo*

**S Merullo**  
Chair of Trustees



## THOMAS'S ACADEMY

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### GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024

#### Scope of Responsibility

As trustees, we acknowledge we have overall responsibility for ensuring that Thomas's Academy 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.

Trustees, are required to declare any Pecuniary Interests at the start of each academic year and to update any changes that may occur during the year. A register of interest is published on the school website and is updated accordingly. In accordance with the Articles of Association, if trustees have any direct or indirect personal interest which conflicts or may conflict with their duties as a trustee they must disclose that fact as soon as they become aware of it. trustees do not take part in any discussions where it is possible that a conflict will arise between personal interest and their duty to act solely in the interests of the Academy Trust. At the start of every governing board or committee meeting, trustees are required to declare any Conflict of Interest for any items on the agenda. Conflicts of interest are recorded by the Clerk to the Governors and are addressed on a case-by-case basis.

The board of trustees has delegated the day-to-day responsibility to the academy principal, 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's Academy 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, who are also the Governing Body, has formally met four times during the year including an AGM. Its purpose is to plan and review the strategic direction of the Academy and oversee the financial and educational performance of the school.

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

Trustee	Meetings attended	Out of a possible
S Merullo, chair	4	4
N T L Thomas, vice chair	4	4
A Bali	3	3
P Bunche	-	3
M Chester	-	1
C-P Choi	4	4
C Dedeaga	4	4
T Goldsmith	2	2
S Goorah	2	4
D Oyelakin	4	4
B V R Thomas	3	4
C Vidal-Hall	3	4

The board delegates some of its statutory duties to three committees. Each of these committees meets at least once a term.

## THOMAS'S ACADEMY

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### GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024 (continued)

#### Finance committee

The finance committee is responsible for financial oversight and scrutiny, with a focus on financial planning and risks, reporting and monitoring. The finance committee monitors budget performance holding the principal and to account for all aspects of the trust's financial management. The committee report accordingly to the governing board.

The committee also reviews the principal's budget planning and draft forward budget, making recommendations for its approval to the governing board. The committee recommends the appointment of the trust's independent auditors to the governing board for onward recommendation to the members at the AGM.

Trustee membership and attendance at the finance committee meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
C-P Choi	3	3
C Dedeaga	3	3
S Merullo	3	3
N T L Thomas	3	3
C Vidal-Hall	3	3

#### Curriculum standards and Children committee

This committee was constituted in September 2023 to make sure trustees were focused on their strategic role of holding the principal to account for the quality of education and children's outcomes.

The committee's specific function is to support the trust board, principal and relevant members of the SLT in their responsibilities for the educational performance of the trust and its pupils in the context of the trust's strategy.

The committee has delegated responsibility for ensuring all pupils receive a broad and balanced curriculum that meets the needs of all pupils regardless of ability, age, gender or ethnicity. The committee monitors the achievement and progress of pupils and the quality of teaching.

The curriculum committee also monitors the wider outcomes of pupils including attendance, behaviour and their mental and physical wellbeing.

Trustee membership and attendance at the curriculum standards and children committee meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
P Bunche	1	2
T Goldsmith	2	2
S Goorah	2	3
S Merullo	3	3
B Thomas	2	3
C Vidal-Hall	3	3



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### GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024 (continued)

#### Audit and risk committee

The main function of the audit and risk committee is one of internal scrutiny and risk management.

The committee **must**:

- Oversee and approve the trust's programme of internal scrutiny
- Consider the results and quality of any external audit.
- Ensure that risks are being addressed appropriately
- Advise and report to the board on the adequacy of the trust's internal control framework, including financial and non-financial controls and management of risks.

Trustee membership and attendance at the audit and risk committee meetings in the year was as follows:

Audit and risk committee	Meetings attended	Out of a possible
P Bunch	1	2
C Dedeaga	3	3
S Merullo	2	3
N T L Thomas	2	3
C Vidal-Hall	3	3

#### Governance Review

During the 2023/2024 Academic Year the trustees continued to be aware of their responsibility to monitor the Governance of the Academy. The main challenge this year was to recruit a new chair to replace C Vidal-Hall who stepped down as Chair in October 2023. The Vice Chair, N T L Thomas, acted as chair for the interim period. S Merullo was appointed chair by the board in December 2023.

The trustees continue to conduct an annual skills audit of the governing board. This enables the trustees to identify the skills the governing board needed when recruiting new trustees. Following the skills audit in the Autumn term 2023 two trustees were recruited to the board in October and December 2023 to fill the gaps identified by the audit. One of these was a suitably experienced chair for the audit and risk committee following the resignation of the existing chair at the end of 2022/2023. The other was a trustee with experience of governance in a multi-academy trust.

The trustees are addressing the longer-term strategy for the school and looking at recruiting a trustee with estate management or marketing skills. In addition to a new parent governor, to be elected by the parent body following S Goorah's resignation at the end of the academic year.

The Governing body intends to conduct a review of its own effectiveness in the Autumn term 2024/25. This will inform a trustee development plan to further strengthen the governance of the Academy.

#### Review of Value for Money

As accounting officer, the principal 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.

## THOMAS'S ACADEMY

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### GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024 (continued)

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:

- **Probity** - it must be demonstrable that there is no corruption or private gain involved in the contractual relationships of the Academy;
- **Accountability** - the Academy is publicly accountable for its expenditure and the conduct of its affairs
- **Fairness** - that all those dealt with by the Academy are dealt with on a fair and equitable basis.

In addition, the Academy uses the services of an independent consultant to ensure best value is obtained for utilities contracts, and prices paid are regularly checked against the market, and if advantageous fixed for longer periods to protect against future price increases.

The Academy is also a member of the CPC framework for education that enables the Academy to take advantage of discounts available to the education sector.

#### 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's Academy for the year ended 31 August 2024 and up to the date of approval of the Annual Report and financial statements.

The trustees have oversight of the system of internal control through the audit and risk committee. The committee has delegated responsibility to evaluate the adequacy of the trust's internal control framework, including financial and non-financial controls and management of risks. This committee reports termly to the board on the adequacy of the trust's internal control of financial and non-financial risks.

#### 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 ended 31 August 2024 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 audit and risk committee maintains the risk register which rates the likelihood and impact of individual risks and puts in place plans to manage them. The committee reviews the ratings and responses on the risk register to inform contingency and business continuity planning and the programme of work, ensuring risks and control measures are adequately identified and modified as appropriate. It provides reports for each full trust board meeting, highlighting emerging risks or significant anomalies at the earliest opportunity so that mitigation can be put in place.



## THOMAS'S ACADEMY

(A Company Limited by Guarantee)

### GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024 (continued)

#### The Risk and Control Framework

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

In particular, it includes:

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

The board of trustees appointed a School Business Manager (SBM) for the Academy Trust to have oversight over the above areas, to incorporate areas of financial oversight relating to the daily operations of the school including but not limited to HR and Premises and to ensure that internal financial controls are adhered to and are fit for purpose. The SBM works closely with the finance team at Thomas's London Day Schools to ensure accuracy and validity of expenditure and contracts held by the school whilst ensuring best value and suitability of these. The SBM role includes giving advice on financial and other matters to the principal and staff across the school, as well as reviewing the Academy Trust's financial and other systems.

The finance team reviewed the above KPI's monthly reporting to Trustees on the context of the costs/expenditure of the KPIs above as well as recruited for the SBM who later joined the finance team which consists of the SBM and Thomas's London Day School personnel. The feedback to Trustees includes key findings, recommendations, and conclusions to help the committee consider actions and assess year on year.

#### Review of Effectiveness

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

- the work of the audit & risk committee;
- 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 audit and risk committee and a plan to ensure continuous improvement of the system is in place.



THOMAS'S ACADEMY

(A Company Limited by Guarantee)

GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024 (continued)

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:

*Sam Merullo*

S Merullo  
Chair of Trustees

*Suzanne Kelly*  
Suzanne Kelly (Dec 2, 2024 17:43 GMT)

S Kelly  
Accounting Officer

02/12/2024

## THOMAS'S ACADEMY

(A Company Limited by Guarantee)

### STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of Thomas's Academy, I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, including for estates safety and management under the funding agreement in place between the Academy Trust and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academy Trust Handbook 2023, including responsibilities for estates safety and management.

I confirm that I and the Academy Trust Board of Trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the terms and conditions of funding under the Academy Trust's funding agreement and the Academy Trust Handbook 2023.

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 ESFA.

Suzanne Kelly

Suzanne Kelly (Dec 2, 2024 17:43 GMT)

**S Kelly**  
**Accounting Officer**

Date: 02/12/2024

## THOMAS'S ACADEMY

(A Company Limited by Guarantee)

### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who act as governors of Thomas's Academy and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' Report and the financial statements in accordance with the Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

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

1. select suitable accounting policies and then apply them consistently;
2. observe the methods and principles of the Charities SORP 2019 and the Academies' Accounts Direction 2023 to 2024;
3. make judgments and accounting estimates that are reasonable and prudent;
4. state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
5. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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

*Sam Merullo*

**S Merullo**  
**Chair of Trustees**

Date: 28/11/2024



## THOMAS'S ACADEMY

(A Company Limited by Guarantee)



### INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THOMAS'S ACADEMY FOR THE YEAR ENDED 31 AUGUST 2024

#### Opinion

We have audited the financial statements of Thomas's Academy (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities incorporating an Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of 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
- have been prepared in accordance with Charities SORP 2019 and Academies Accounts Direction 2023 to 2024.

#### 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 charitable company 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 charitable company'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.

## THOMAS'S ACADEMY

(A Company Limited by Guarantee)

### INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THOMAS'S ACADEMY (continued) FOR THE YEAR ENDED 31 AUGUST 2024

#### Other information

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

We have nothing to report in this regard.

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

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

- the information given in the Trustees' Report, which incorporates the Directors' Report prepared for the purpose of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report contained within the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit;
- the Trustees were not entitled to take advantage of the small companies' exemption from the requirement to prepare a Strategic Report.

#### Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 19, the Trustees (who are also directors of the charitable company 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.



## THOMAS'S ACADEMY

(A Company Limited by Guarantee)

### INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THOMAS'S ACADEMY (continued) FOR THE YEAR ENDED 31 AUGUST 2024

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

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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 a general understanding of the charitable company's legal and regulatory framework through enquiry of management concerning their understanding of relevant laws and regulations, the entity's policies and procedures regarding compliance, and how they identify, evaluate and account for litigation claims.

We also drew on our existing understanding of the charitable company's industry and regulation.

We understand that the charitable company complies with the framework through:

- Outsourcing accounts preparation and tax compliance to external experts.
- Subscribing to relevant updates from external experts and attendance of external training events or sector updates.
- Updating operating procedures, manuals and internal controls as legal and regulatory requirements change.
- Ensuring matters raised by internal audit procedures are addressed.

In the context of the audit, we considered those laws and regulations which determine the form and content of the financial statements, which are central to the charitable company's ability to conduct its business, and/or where there is a risk that failure to comply could result in material penalties.

We identified the following laws and regulations as being of significance in the context of the charitable company:

- The Companies Act 2006, the Charities SORP 2019, Academies Accounts Direction 2023 to 2024 and FRS 102 in respect of the preparation and presentation of the financial statements.
- ESFA regulatory requirements including the Academy Trust Handbook 2023.

We performed the following specific procedures to gain evidence about compliance with the significant laws and regulations identified above:

- A review of summaries prepared under internal audit procedures.
- A review of any correspondence in the year with the ESFA.
- Completion of a regularity assurance assignment.

## THOMAS'S ACADEMY

(A Company Limited by Guarantee)

### INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THOMAS'S ACADEMY (continued) FOR THE YEAR ENDED 31 AUGUST 2024

The senior statutory auditor led a discussion with senior members of the engagement team regarding the susceptibility of the entity's financial statements to material misstatement, including how fraud might occur. The areas identified in this discussion were:

- Manipulation of the financial statements via fraudulent journal entries.

These areas were communicated to the other members of the engagement team not present at the discussion.

The procedures we carried out to gain evidence in the above areas included:

- Testing journal entries, focusing particularly on postings to unexpected or unusual accounts and those posted at unusual times.

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

#### Use of our report

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

Julie Mutton (Senior Statutory Auditor)

for and on behalf of

**CLA Evelyn Partners Limited**

Chartered Accountants & Statutory Auditor

4<sup>th</sup> Floor Cumberland House  
15-17 Cumberland Place  
Southampton  
Hampshire  
SO15 2BG

Date:



## THOMAS'S ACADEMY

(A Company Limited by Guarantee)

### INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO THOMAS'S ACADEMY AND THE EDUCATION AND SKILLS FUNDING AGENCY FOR THE YEAR ENDED 31 AUGUST 2024

In accordance with the terms of our engagement letter and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Thomas's Academy during the year ended 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to Thomas's Academy and the ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to Thomas's Academy and the ESFA 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 Thomas's Academy and the ESFA, for our work, for this report, or for the conclusion we have formed.

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

The accounting officer is responsible, under the requirements of Thomas's Academy's funding agreement with the Secretary of State for Education dated 1 September 2015, and the Academy Trust Handbook extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2023 to 31 August 2024 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 Accountants of Academy Trusts issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

**THOMAS'S ACADEMY**

**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANTS' ASSURANCE REPORT ON REGULARITY TO THOMAS'S  
ACADEMY AND THE EDUCATION FUNDING AGENCY  
FOR THE YEAR ENDED 31 AUGUST 2024**

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

The work undertaken to draw our conclusion includes:

- An analytical review of expenditure
- Testing a sample of expenses and payments made on credit cards
- Confirming other expenditure is in line with the Academy's charitable objectives
- Review of board minutes

**Conclusion**

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Julie Mutton (Reporting Accountant)

for and on behalf of

**CLA Evelyn Partners Limited**

Chartered Accountants & Statutory Auditor

4<sup>th</sup> Floor Cumberland House  
15-17 Cumberland Place  
Southampton  
Hampshire  
SO15 2BG

Date:

**THOMAS'S ACADEMY**  
(A Company Limited by Guarantee)  
09635397

**STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>INCOME FROM:</b>						
Donations	2	55,335	-	6,426	61,761	79,849
Charitable activities: Funding for the Academy Trust's educational operations	3	-	1,755,396	-	1,755,396	1,678,819
Other trading activities	4	203,843	-	-	203,843	203,580
Investments	5	854	-	-	854	44
<b>TOTAL INCOME</b>		<u>260,032</u>	<u>1,755,396</u>	<u>6,426</u>	<u>2,021,854</u>	<u>1,962,292</u>
<b>EXPENDITURE ON:</b>						
Charitable Activities: - Academy Trust's educational operations	7	<u>90,895</u>	<u>1,994,022</u>	<u>97,712</u>	<u>2,182,629</u>	<u>2,108,380</u>
<b>TOTAL EXPENDITURE</b>		<u>90,895</u>	<u>1,994,022</u>	<u>97,712</u>	<u>2,182,629</u>	<u>2,108,380</u>
<b>NET INCOME/(DEFICIT)</b>		<b>169,137</b>	<b>(238,626)</b>	<b>(91,286)</b>	<b>(160,775)</b>	<b>(146,088)</b>
<b>Other recognised gains and losses:</b>						
Actuarial gains on defined benefit pension schemes	18	-	113,000	-	113,000	328,000
<b>NET MOVEMENT IN FUNDS</b>		<b>169,137</b>	<b>(125,626)</b>	<b>(91,286)</b>	<b>(47,775)</b>	<b>181,912</b>
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		<u>972,059</u>	<u>(935,559)</u>	<u>24,926,319</u>	<u>24,962,819</u>	<u>24,780,907</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><b>1,141,196</b></u>	<u><b>(1,061,185)</b></u>	<u><b>24,835,033</b></u>	<u><b>24,915,044</b></u>	<u><b>24,962,819</b></u>

THOMAS'S ACADEMY  
(A Company Limited by Guarantee)  
09635397

BALANCE SHEET  
AS AT 31 AUGUST 2024

	Note	2024	2023
		£	£
<b>FIXED ASSETS</b>			
Tangible assets	12	24,839,415	24,931,383
<b>CURRENT ASSETS</b>			
Debtors	13	43,933	57,044
Cash at bank and in hand		<u>211,601</u>	<u>365,650</u>
		255,534	422,694
Creditors: amounts falling due within one year	14	<u>(170,905)</u>	<u>(249,258)</u>
<b>NET CURRENT ASSETS</b>		<u>84,629</u>	<u>173,436</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>24,924,044</u>	<u>25,104,819</u>
<b>NET ASSETS EXCLUDING PENSION LIABILITY</b>		24,924,044	25,104,819
Defined benefit pension scheme liability	18	<u>(9,000)</u>	<u>(142,000)</u>
<b>NET ASSETS INCLUDING PENSION SCHEME LIABILITIES</b>		<u>24,915,044</u>	<u>24,962,819</u>
<b>FUNDS OF THE ACADEMY</b>			
Restricted funds:			
Fixed asset fund		24,835,033	24,926,319
Restricted income fund		(1,052,185)	(793,559)
Pension reserve		(9,000)	(142,000)
		<u>          </u>	<u>          </u>
Total restricted funds		23,763,384	23,850,760
Unrestricted income funds	16	<u>1,141,196</u>	<u>972,059</u>
<b>TOTAL FUNDS</b>		<u>24,915,044</u>	<u>24,962,819</u>

THOMAS'S ACADEMY  
(A Company Limited by Guarantee)  
09635397

BALANCE SHEET  
AS AT 31 AUGUST 2024 (continued)

The financial statements were approved by the Trustees, and authorised for issue, on 28/11/2024 and are signed on their behalf, by:

*Sam Merullo*

S Merullo  
Chair of Trustees

The notes on pages 30 to 52 form part of these financial statements.

**THOMAS'S ACADEMY**  
(A Company Limited by Guarantee)

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	2024 £	2023 £
<b>Operating activities</b>			
Net deficit before other recognised gains and losses		(160,775)	(146,088)
Depreciation charge		91,968	92,051
Capital grant		-	(21,023)
Interest received		(854)	(44)
Decrease/(increase) in debtors		13,111	(13,610)
Decrease in creditors		(78,353)	(38,704)
Defined benefit pension scheme cost less contributions payable		(27,000)	11,000
Defined benefit pension scheme finance cost		7,000	19,000
<b>Net cash used in operating activities</b>		<b>(154,903)</b>	<b>(20,010)</b>
<b>Investing activities:</b>			
Bank interest		854	44
Purchase of tangible fixed assets		-	(59,847)
Capital grant		-	21,023
<b>Net cash used in investing activities</b>		<b>854</b>	<b>(38,780)</b>
Change in cash and cash equivalents in the year		<b>(154,049)</b>	<b>(58,790)</b>
Cash and cash equivalents at the beginning of the year		<b>365,650</b>	<b>424,440</b>
<b>Cash and cash equivalents at the end of the year</b>	17	<b>211,601</b>	<b>365,650</b>

**ANALYSIS OF CHANGES IN NET FUNDS**

	At 1 September 2023	Cash flows	Other non- cash changes	At 31 August 2024
	£	£	£	£
Cash	365,650	(154,049)	-	211,601
<b>Total</b>	<b>365,60</b>	<b>(154,049)</b>	<b>-</b>	<b>211,601</b>

**THOMAS'S ACADEMY**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**1. ACCOUNTING POLICIES**

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

**1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements of the Academy Trust 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), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Thomas's Academy constitutes a public benefit entity as defined by FRS 102.

Thomas's Academy is a company limited by guarantee and an exempt charity incorporated in England and Wales. Its principal and registered office is New King's Road, Fulham, London, SW6 4LY.

**1.2 GOING CONCERN**

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



**THOMAS'S ACADEMY**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**1. ACCOUNTING POLICIES (continued)**

**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 on a receivable basis. The balance of income received for specific purposes but not expended during the year 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 until the performance related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the year is deducted from income and recognised as a liability. Capital grants are recognised when there is an unconditional entitlement to the grant. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

Donated services are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the year of receipt.

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 year in which it is receivable and to the extent the Academy has provided the goods or services.

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**1. ACCOUNTING POLICIES (continued)**

**1.4 EXPENDITURE**

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

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 TANGIBLE FIXED ASSETS AND DEPRECIATION**

All assets costing more than £1,000 are capitalised.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is not charged on freehold land. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Long-term leasehold property	-	1% straight-line
Fixtures and fittings	-	20% reducing balance
Windows	-	Over 30 years straight-line
Fire Doors	-	Over 30 years straight-line
Boilers	-	Over 30 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.

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**16 INTEREST RECEIVABLE**

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

**17 LEASED ASSETS**

Rentals under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the lease term.

**18 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.

**19 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.

**110 LIABILITIES AND PROVISIONS**

Liabilities are recognised when there is an obligation at 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 recognised when the Academy Trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

**111 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.



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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

**1.12 FINANCIAL INSTRUMENTS**

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

*Financial assets* – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

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

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

**1.13 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 and the assets are held separately from those of the Academy.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 18, the TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the year to which they relate.

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

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

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**FOR THE YEAR ENDED 31 AUGUST 2024**

**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 Department for Education where the asset acquired or created is held for a specific purpose.

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

**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 18, will impact the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. 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.

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NOTES TO THE FINANCIAL STATEMENTS  
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2. INCOME FROM DONATIONS AND GRANTS

	Unrestricted funds	Restricted funds	Restricted fixed asset funds	Total funds	Total funds
	2024 £	2024 £	2024 £	2024 £	2023 £
Donations and Grants	<u>55,335</u>	<u>-</u>	<u>6,426</u>	<u>61,761</u>	<u>79,849</u>

3. FUNDING FOR ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>DfE/ESFA grants</b>				
General Annual Grant (GAG)	-	1,237,546	1,237,546	1,199,712
Pupil premium/Other DfE/ESFA grants	-	286,921	286,921	207,238
	<u>-</u>	<u>1,524,467</u>	<u>1,524,467</u>	<u>1,406,950</u>
<b>Other government grants</b>				
Local authority grants	-	230,929	230,929	271,869
	<u>-</u>	<u>230,929</u>	<u>230,929</u>	<u>271,869</u>
	<u>-</u>	<u>1,755,396</u>	<u>1,755,396</u>	<u>1,678,819</u>

There are no limits to the GAG funding that can be carried forward into the following year.



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NOTES TO THE FINANCIAL STATEMENTS  
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4. OTHER TRADING ACTIVITIES

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Hire of facilities	95,399	95,399	82,299
Catering income	9,931	9,931	34,681
Trip income	3,320	3,320	5,257
Nursery income	30,952	30,952	26,654
Club income	36,068	36,068	29,006
Other income	28,173	28,173	25,683
	<u>203,843</u>	<u>203,843</u>	<u>203,580</u>

5. INVESTMENT INCOME

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest	<u>854</u>	<u>-</u>	<u>854</u>	<u>44</u>

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**6. CHARITABLE ACTIVITIES**

	Total funds 2024 £	Total funds 2023 £
<b>DIRECT COSTS - EDUCATIONAL OPERATIONS</b>		
Wages and salaries	509,982	565,869
National insurance	58,104	68,366
Pension cost	130,856	134,525
Supply teacher and TA costs	309,877	155,431
Depreciation	1,126	1,408
Educational supplies	64,378	54,036
Staff development	10,668	13,380
Donated staff time	35,535	38,826
	<u>1,120,526</u>	<u>1,031,841</u>

**SUPPORT COSTS - EDUCATIONAL OPERATIONS**

Wages and salaries	450,347	478,658
National insurance	43,390	45,976
Pension cost	72,251	116,523
Depreciation	90,842	90,643
Pension finance expense	7,000	19,000
Printing and stationery	8,289	5,045
Repairs & maintenance	60,462	39,974
Cleaning	42,140	32,816
Rent & rates	11,238	14,022
Energy costs	39,274	33,854
Insurances	4,934	4,620
IT equipment and consumables	36,019	24,053
Bank interest & charges	394	64
Other support costs	34,981	41,961
Legal fees	26,296	20,496
Auditor's remuneration	18,661	16,965
Catering	96,622	76,348
Photocopier costs	18,963	15,521
	<u>1,062,103</u>	<u>1,076,539</u>
	<u>2,182,629</u>	<u>2,108,380</u>

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NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024

7. EXPENDITURE ON ACADEMY'S EDUCATIONAL OPERATIONS

	Staff costs	Depreciation	Premises	Other	Total	Total
	2024 £	2024 £	2024 £	2024 £	2024 £	2023 £
Direct costs	1,008,819	1,125	-	110,581	1,120,526	1,031,841
Support costs	<u>565,988</u>	<u>90,842</u>	<u>113,840</u>	<u>291,433</u>	<u>1,062,103</u>	<u>1,076,539</u>
	<u>1,574,807</u>	<u>91,968</u>	<u>113,840</u>	<u>402,014</u>	<u>2,182,629</u>	<u>2,108,380</u>

8. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2024 £	2023 £
Depreciation of tangible fixed assets	91,968	92,051
Auditors' remuneration - audit	18,661	16,965
Operating lease rentals	<u>9,269</u>	<u>8,239</u>



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**9. STAFF COSTS AND EMPLOYEE BENEFITS**

Staff costs, including supply staff, were as follows:

	2024 £	2023 £
Wages and salaries	960,329	1,044,527
Social security costs	101,494	114,342
Operating costs of defined benefit pension schemes	203,107	251,048
Supply staff costs	309,877	155,431
	<u>1,574,807</u>	<u>1,565,348</u>

The average number of persons employed by the Academy – excluding supply staff - during the year was as follows:

	2024 No.	2023 No.
Teachers	9	11
Teaching support	12	15
Administration	3	3
Management	<u>1</u>	<u>3</u>
	<u>25</u>	<u>32</u>

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

	2024 No.	2023 No.
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	1
In the band £80,001 - £90,000	1	-
In the band £120,001 - £130,000	-	1

All of the above staff participated in the Teacher's Pension Scheme.

No staff severance payments were made during the year (2023 - £Nil).

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) received by key management personnel for their services to the Academy Trust was £215,553 (2023 - £364,777).

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**NOTES TO THE FINANCIAL STATEMENTS  
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**10. TRUSTEES' REMUNERATION AND EXPENSES**

The Executive Head Teacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Head Teacher 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:

		2024 £	2023 £
Miles Chester (Executive Head teacher and Trustee to 31 August 2023)	Remuneration	-	125,000-130,000
	Pension contributions paid	-	20,000-25,000
Clare Wood (Staff trustee to 4 December 2023)	Remuneration	10,000 - 15,000	55,000-60,000
	Pension contributions paid	0 - 5,000	10,000-15,000
Tia Goldsmith (Staff trustee from 4 December 2023)	Remuneration	30,000 - 35,000	-
	Pension contributions paid	5,000 - 10,000	-

During the year, no Trustees received any benefits in kind (2023 - £Nil).

During the year, no Trustees received any reimbursement of expenses (2023 - £Nil).

**11. TRUSTEES' AND OFFICERS' INSURANCE**

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

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**NOTES TO THE FINANCIAL STATEMENTS  
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**12. TANGIBLE FIXED ASSETS**

	Leasehold Land and Property £	Fixtures and fittings £	Total £
<b>COST</b>			
At 1 September 2023	25,335,063	29,706	25,364,769
Additions	-	-	-
At 31 August 2024	<u>25,335,063</u>	<u>29,706</u>	<u>25,364,769</u>
<b>DEPRECIATION</b>			
At 1 September 2023	409,311	24,075	433,386
Charge for the year	90,842	1,126	91,968
At 31 August 2024	<u>500,153</u>	<u>25,201</u>	<u>525,354</u>
<b>NET BOOK VALUE</b>			
At 31 August 2024	<u>24,834,910</u>	<u>4,505</u>	<u>24,839,415</u>
At 31 August 2023	<u>24,925,752</u>	<u>5,631</u>	<u>24,931,383</u>

Included in land and buildings is freehold land of £21,585,000 which is not depreciated.

The Academy's land and buildings include:

The land and buildings inherited on conversion to an academy trust represent the school building and associated land acquired from the Local Authority on a long lease which was valued by professional valuers, Mouchel, on 31 March 2016 for the purposes of inclusion in these financial statements. The value is regarded as cost in the academy trust.

The leasehold land and building is regarding the former New King's Primary School site and is leased for 125 years from 1 September 2015.



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**NOTES TO THE FINANCIAL STATEMENTS  
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**13. DEBTORS**

	2024 £	2023 £
VAT recoverable	5,526	2,127
Other debtors	1,634	33,275
Prepayments and accrued income	36,773	21,642
	<u>43,933</u>	<u>57,044</u>

**14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2024 £	2023 £
Trade creditors	23,893	11,261
Other taxation and social security	23,813	31,279
Other creditors	16,383	29,367
Accruals and deferred income	106,816	177,351
	<u>170,905</u>	<u>249,258</u>

	2024 £	2023 £
<b>DEFERRED INCOME</b>		
Deferred income at 1 September 2023	136,230	73,278
Released from previous years	(136,230)	(73,278)
Resources deferred during the year	<u>73,821</u>	<u>136,230</u>
Deferred income at 31 August 2024	<u>73,821</u>	<u>136,230</u>

At the balance sheet date, the Academy was holding funds received in advance in relation to free school meals funding, Local Authority funding for Early Years for the 2023/24 academic year and rental income paid in advance.

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NOTES TO THE FINANCIAL STATEMENTS  
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15. FUNDS

	Brought Forward £	Income £	Expenditure £	Other recognised gains/ (losses) and transfers £	Carried Forward £
<b>UNRESTRICTED FUNDS</b>					
General Funds	<u>972,059</u>	<u>260,032</u>	<u>(90,895)</u>	<u>-</u>	<u>1,141,196</u>
<b>RESTRICTED FUNDS</b>					
General Annual Grant (GAG)	(1,082,442)	1,237,546	(1,496,172)	-	(1,341,068)
TLDS donation in respect of GAG deficit	288,883	-	-	-	288,883
Local authority grants	-	230,929	(230,929)	-	-
Other DfE/ESFA grants	-	286,921	(286,921)	-	-
Pension reserve	(142,000)	-	20,000	113,000	(9,000)
	<u>(935,559)</u>	<u>1,755,396</u>	<u>(1,994,022)</u>	<u>113,000</u>	<u>(1,061,185)</u>
<b>RESTRICTED FIXED ASSET FUNDS</b>					
Assets donated on conversion	23,005,080	-	-	-	23,005,080
Additions	<u>1,921,239</u>	<u>6,426</u>	<u>(97,712)</u>	<u>-</u>	<u>1,829,953</u>
<b>Total restricted funds</b>	<u>23,990,760</u>	<u>1,761,822</u>	<u>(2,091,734)</u>	<u>113,000</u>	<u>24,835,033</u>
<b>Total of funds</b>	<u>24,962,819</u>	<u>2,021,854</u>	<u>(2,182,629)</u>	<u>113,000</u>	<u>24,915,044</u>

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FOR THE YEAR ENDED 31 AUGUST 2024**

**15. FUNDS (continued)**

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

General Annual Grant (GAG) grant fund - Funds received from the ESFA under the General Annual Grant arrangements for the recurrent expenditure of the school as defined in the Funding Agreement.

Local authority grants - Funds received from the local authority for early years education, SEN funding and free school meals

Other DfE/ ESFA grants - Other government grants received for restricted educational purposes not forming part of General Annual Grant.

Other restricted funds - General monies received for restricted educational purposes not forming part of the General Annual Grant, Local authority grants or other DfE/ESFA grants.

The Trust is carrying a net deficit of £1,341,068 on other restricted General Annual Grant funds. This has been partly supported during previous years by donations from Thomas's London Day Schools of £288,883. The Trust's three-year financial plan predicts improved results over the period despite fluctuating pupil numbers.

**16. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds	Restricted funds	Restricted fixed asset funds	Total funds	Total funds
	2024 £	2024 £	2024 £	2024 £	2023 £
Tangible fixed assets	4,382	-	24,835,033	24,839,415	24,931,383
Net current assets/(liabilities)	211,601	(126,972)	-	84,629	173,436
Inter-fund borrowings	925,213	(925,213)	-	-	
Provisions for liabilities and charges	-	(9,000)	-	(9,000)	(142,000)
	<u>1,141,196</u>	<u>(1,061,185)</u>	<u>24,835,033</u>	<u>24,915,044</u>	<u>24,962,819</u>



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**NOTES TO THE FINANCIAL STATEMENTS**  
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**17. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2024 £	2023 £
Cash in hand	<u>211,601</u>	<u>365,650</u>

**18. PENSION COMMITMENTS**

The Academy's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by London Borough of Hammersmith and Fulham. Both are Multi-Employer Defined Benefit Pension Schemes.

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

The TPS is an unfunded scheme to which both the members and employer make 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.

The LGPS obligation relates to the employees of the Academy Trust, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the period to 31 August 2016. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

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 £16,383 were payable to the schemes at 31 August 2024 (2023 - £28,940) and are included within creditors.

**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 four 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.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**18. PENSION COMMITMENTS (continued)**

The key elements of the valuation outcome are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% employer administration levy) for the period 1 April 2024 to 31 March 2027. 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 has been implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £130,855 (2023 - £134,525).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has 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 assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £129,000 (2023 - £134,000), of which employer's contributions totalled £101,000 (2023 - £106,000), and employees' contributions totalled £28,000 (2023 - £28,000). The agreed contribution rates for future years are 23% for employers and 5.5% - 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 an academy trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee with a parliamentary minute published on GOV.uk.

Principal actuarial assumptions:

	2024	2023
Discount rate for scheme liabilities	5.00%	5.20%
Rate of increase in salaries	3.65%	4.00%
Rate of increase for pensions in payment/inflation	2.65%	3.00%
Inflation assumption (CPI)	2.65%	3.00%
Inflation assumption (RPI)	3.00%	3.20%

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18. PENSION COMMITMENTS (continued)

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

	2024	2023
Retiring today		
Males	21.5	21.6
Females	24.3	24.3
Retiring in 20 years		
Males	22.5	22.6
Females	25.5	25.6

Sensitivity analysis:

	£	£	£
<u>Adjustment to discount rate</u>	<u>+0.1%</u>	<u>0.0%</u>	<u>-0.1%</u>
Present value of total obligation	1,403,000	1,435,000	1,467,000
<u>Adjustment to long term salary increase</u>	<u>+0.1%</u>	<u>0.0%</u>	<u>-0.1%</u>
Present value of total obligation	1,435,000	1,435,000	1,435,000
<u>Adjustment to pension increases and deferred revaluation</u>	<u>+0.1%</u>	<u>0.0%</u>	<u>-0.1%</u>
Present value of total obligation	1,467,000	1,435,000	1,403,000
<u>Adjustment to life expectancy assumptions</u>	<u>+1 year</u>	<u>None</u>	<u>-1 year</u>
Present value of total obligation	1,492,000	1,435,000	1,378,000

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

	Fair value at 31 August 2024 £	Fair value at 31 August 2023 £
Equities	798,560	732,220
Property	199,640	165,340
Cash	-	11,810
Other bonds	427,800	271,630
<b>Total market value of assets</b>	<b><u>1,426,000</u></b>	<b><u>1,181,000</u></b>

The actual gain on scheme assets was £149,000 (2023 – gain of £67,000).

**THOMAS'S ACADEMY**  
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**18. PENSION COMMITMENTS (continued)**

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

	2024 £	2023 £
Current service cost (net of employee contributions)	(74,000)	(117,000)
Net interest cost	<u>(7,000)</u>	<u>(19,000)</u>
<b>Total</b>	<u><b>(81,000)</b></u>	<u><b>(136,000)</b></u>

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

	2024 £	2023 £
Opening defined benefit obligation	1,323,000	1,451,000
Current service cost	74,000	117,000
Interest cost	71,000	64,000
Benefits paid	(33,000)	(31,000)
Contributions by employees	28,000	28,000
Actuarial (gain)/loss	(52,000)	(322,000)
Experience loss	48,000	33,000
Change in demographic assumption	<u>(24,000)</u>	<u>(17,000)</u>
<b>Closing defined benefit obligation</b>	<u><b>1,435,000</b></u>	<u><b>1,323,000</b></u>

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

	2024 £	2023 £
Opening fair value of scheme assets	1,181,000	1,011,000
Return/(loss) on plan assets (excluding net interest on the net defined pension liability)	85,000	(74,000)
Interest received	64,000	45,000
Contributions by employer	101,000	106,000
Contributions by employees	28,000	28,000
Experience loss	-	96,000
Estimated benefits paid	<u>(33,000)</u>	<u>(31,000)</u>
<b>Closing fair value of scheme assets</b>	<u><b>1,426,000</b></u>	<u><b>1,181,000</b></u>



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**18. PENSION COMMITMENTS (continued)**

Analysis of amount recognised in other gains and losses:

	2024 £	2023 £
Return on fund assets in excess of interest	85,000	(74,000)
Change in financial assumptions	52,000	322,000
Changes in demographic assumptions	24,000	17,000
Experience gain/(loss) on defined benefit obligations	<u>(48,000)</u>	<u>63,000</u>
Actuarial losses on defined benefit pension scheme	<u>113,000</u>	<u>328,000</u>

**19. POST BALANCE SHEET EVENTS**

There are no post balance sheet events.

**20. 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.

**21. 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, transactions may take place with organisations in which the Trust has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Academy's financial regulations and normal procurement procedures.

*During the year there were transactions with the following related parties:*

Thomas's London Day Schools Limited – A company of which Nicholas Toby Leckie Thomas and Benjamin Victor Robert Thomas are directors.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**21. RELATED PARTY TRANSACTIONS (continued)**

*Transactions with related parties:*

During the year, expenses paid by Thomas's London Day Schools Limited on behalf of Thomas's Academy and recharged at a later date amounted to £28,036 (2023 - £31,725) of which £Nil was still outstanding at the year-end (2023 - £Nil).

During the year, Thomas's London Day Schools Limited paid rent to Thomas's Academy amounting to £75,000 (2023 - £75,000).

During the year, Thomas's London Day Schools Limited donated services to Thomas's Academy amounting to £20,000 (2023 - £20,000). Also, during the year, Thomas's London Day Schools Limited donated specialist staff time amounting to £35,535 (2023 - £38,826).

Miles Chester (headteacher of Thomas's Academy to 31 August 2023) performed work at Thomas's London Day Schools Limited which was recharged by the Academy at cost totalling £nil (2023 - £134,967). Other members of staff also performed work at Thomas's London Day Schools Limited which was recharged by the Academy at cost totalling £85,740 (2023 - £62,713).

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2024**

**22. STATEMENT OF FINANCIAL ACTIVITY – PRIOR YEAR COMPARATIVES**

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
<b>INCOME FROM:</b>				
Donations	58,826	-	21,023	79,849
Charitable activities: Funding for the Academy Trust's educational operations	-	1,678,819	-	1,678,819
Other trading activities	203,580	-	-	203,580
Investments	44	-	-	44
<b>TOTAL INCOME</b>	<b>262,450</b>	<b>1,678,819</b>	<b>21,023</b>	<b>1,962,292</b>
<b>EXPENDITURE ON:</b>				
Charitable Activities: - Academy Trust's educational operations	111,440	1,894,569	102,371	2,108,380
<b>TOTAL EXPENDITURE</b>	<b>111,440</b>	<b>1,894,569</b>	<b>102,371</b>	<b>2,108,380</b>
<b>NET DEFICIT</b>	<b>151,010</b>	<b>(215,750)</b>	<b>(81,348)</b>	<b>(146,088)</b>
Transfers between funds	(120,000)	120,000	-	-
Other recognised gains and losses:				
Actuarial gains on defined benefit pension schemes	-	328,000	-	328,000
<b>NET MOVEMENT IN FUNDS</b>	<b>31,010</b>	<b>232,250</b>	<b>(81,348)</b>	<b>181,912</b>
<b>RECONCILIATION OF FUNDS:</b>				
Total funds brought forward	941,049	(1,167,809)	25,007,667	24,780,907
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>972,059</b>	<b>(935,559)</b>	<b>24,926,319</b>	<b>24,962,819</b>