

---

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

---

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**CONTENTS**

	Page
<b>Reference and Administrative Details</b>	1 - 2
<b>Trustees' Report</b>	3 - 26
<b>Governance Statement</b>	27 - 36
<b>Statement on Regularity, Propriety and Compliance</b>	37
<b>Statement of Trustees' Responsibilities</b>	38
<b>Independent Auditors' Report on the Financial Statements</b>	39 - 42
<b>Independent Reporting Accountant's Report on Regularity</b>	43 - 44
<b>Statement of Financial Activities Incorporating Income and Expenditure Account</b>	45
<b>Balance Sheet</b>	46
<b>Statement of Cash Flows</b>	47
<b>Notes to the Financial Statements</b>	48 - 78

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

<b>Members</b>	Tom Arbuthnott, Representative of Eton College Alan Armstrong (Nominee of Rt Revd Alan Wilson, Bishop of Buckingham) Ezra Carlson, Chair of Members Darron Cox, Vice Chair of Members Roy Evans, Nominee of Oxford Diocesan Board of Education (ODBE) Gordon Joyner, Deputy Director of (Development and support), ODBE
<b>Trustees/Directors</b>	Christine Bamigbola, Vice Chair of Trustees Seema Goyal Vishal Mehta Michael Miller Paul Nye, ODBE Representative Jon Reekie, Chair of Finance and Resources Committee Andrew Saunders, Eton College Representative Revantha Sinnnetamby, Vice Chair of Finance and Resources Committee Chris Tomes, Chair of Trustees
<b>Company registered number</b>	07723151
<b>Company name</b>	The Slough and East Berkshire C of E Multi Academy Trust (SEBMAT)
<b>Principal and registered Office</b>	Lynch Hill Enterprise Academy Stoke Road Slough Berkshire England SL2 5AY
<b>Company Secretary</b>	Kamla Jassal
<b>Chief Executive Officer</b>	Chris Spencer
<b>Senior Management Team</b>	Chris Spencer, Chief Executive Officer (CEO) Tom Brunson, Headteacher, Colnbrook Church of England Primary School Peter Collins, Headteacher, Slough and Eton Business and Enterprise College, Director of Secondary Robin Crofts, Director of Governance Chris Fisher, Business and Procurement Manager Kamla Jassal, Finance Director (CFO) Jamie Miles, Headteacher of Woodlands Park Primary School Katherine Russell, Director of Primary Emma Stanford-Smith, Headteacher of School, Eton Porny CofE First School Chris Thomas, Headteacher, Lynch Hill Enterprise Academy Lindsey Tomlinson, Headteacher, Lynch Hill School Primary Academy
<b>Independent auditors</b>	BKL Audit LLP Chartered Accountants Statutory Auditors 35 Ballards Lane London N3 1XW
<b>Bankers</b>	Lloyds Bank plc 1 City Road East Manchester M15 4PU

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Solicitors**

Winckworth Sherwood  
Minerva House  
5 Montague Close  
London  
SE1 9BB

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

The trustees/directors present their annual report together with the financial statements and auditor's report of the charitable company for 1<sup>st</sup> September 2022 to 31st August 2023. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates 6 academies comprising 2 secondaries, 3 primaries and 1 first school in the Slough and East Berkshire area. In 2022/23 it had a pupil capacity of 3,830 and had a roll of 3,500 in the school census on 6 October 2022. An all through school, Grove Academy, joined the Trust on 1<sup>st</sup> September 2023 which has a pupil capacity of 1,940 but currently has 1,025 pupils.

### **Structure, Governance and Management**

#### **Constitution**

The Trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and Articles of Association are the primary governing documents of the Trust. The trustees of The Slough and East Berkshire C of E Multi Academy Trust (SEBMAT) are also the directors of the charitable company for the purposes of company law. The charitable company operates as SEBMAT.

The trustees/directors are accountable to the members of the Trust which are partially made up of representation from the Oxford Diocesan Board of Education (ODBE), Bishop of Buckingham and a nominee from Eton College for the quality and effectiveness of education that is provided for the children and the sound financial management, and also to the Department for Education (DfE) which is the principal regular of academies.

In order to discharge these responsibilities, the trustees/directors appoint people who are more locally based to serve on their committees, known as local governing bodies (LGBs), which have been established to ensure good governance of each individual academy. Furthermore, the Scheme of Delegation gives the governing bodies authority to appoint additional governors to those appointed by the Trust Board. Also, an overarching Finance and Resources Committee (F&R) has been established to oversee and support each academy and to manage the financial affairs of SEBMAT as a whole. The LGBs and F&R are the "advisory bodies/committees" for the Trust as required by the Master Funding Agreement entered into between the Company and the Secretary of State governing the affairs of the Company. There is also an Audit and Risk Committee which reviews the trust's internal and external financial statements and reports to ensure that they reflect best practice.

Details of the trustees/directors who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on the preceding pages of this document.

#### **Members' Liability**

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

#### **Trustees'/Directors' Indemnities**

Subject to the provisions of the Companies Act, every trustee/director or other officer of the Trust shall be indemnified out of the assets of the Trust against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgment is given in favour or in which they are acquitted or in connection with any application in which relief is granted to them by the court from liability for negligence, default, breach of duty or breach of trust in relation to the affairs of the Trust.

#### **Method of Recruitment and Appointment or Election of Trustees/Directors**

The trustees/directors may appoint members of committees to whom the trustees/directors may delegate certain functions of the trustees/directors. In further recognition of the trustees'/directors' power to delegate responsibility for the running of the Trust, each individual academy within SEBMAT has a committee known as the Local Governing Body (LGB).

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Method of Recruitment and Appointment or Election of Trustees (continued)**

The number of people who shall sit on a LGB shall be not less than three and, unless otherwise determined by the trustees/directors, shall not be more than twelve constituted as follows:

- 7 governors appointed by the trustees/directors
- 2 staff members
- 2 parent members
- 1 community member

In addition:

- The headteacher of the academy is a member ex-officio
- The LGB may have up to three co-opted members
- The trustees/directors (all or any of them) are also entitled to serve on an LGB and attend any meetings of the LGB. Any trustee/director attending a meeting of a LGB counts towards the quorum for the purposes of the meeting and is entitled to vote on any resolution being considered by the LGB
- Additional members may be appointed by the trustees/directors at the Secretary of State for Education's request, pursuant to clause 102c of the Master Funding Agreement.

The term of office for any trustee is 4 years. The headteacher's term of office runs parallel with their term of appointment. Subject to remaining eligible to be a particular type of trustee/director, any trustee/director may be reappointed or re-elected.

**Policies and Procedures Adopted for the Induction and Training of Trustees/Directors**

The training and induction provided for new trustees/directors will depend on their individual experience and expertise. Where necessary an induction will provide training on charity and educational, legal and financial matters. All new trustees/directors are given a tour of the academy and the chance to meet with staff and students. All trustees/directors and governors are provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as trustees/directors or governors of the academy.

**Organisational Structure**

The trust has established a management structure to enable its efficient running. The structure consists of two levels: the trustees/directors/governors and the executives who are the senior leadership team.

The Trust Board has considered its role thoughtfully and decided that the role of the trustees is to approve the strategic direction and objectives of the Trust and monitor its progress towards these objectives.

The Trust Board has approved a Scheme of Delegation which sets out a statement on the system of internal control, responsibilities, standing orders, delegation and terms of reference. The headteacher is directly responsible for the day to day running of their school and is assisted by a senior leadership team.

Trustees/directors are responsible for setting general policy, adopting an annual plan and budget, monitoring the Trust by use of budgets and making major decisions about the direction of the Trust, including capital expenditure and senior staff appointments.

The Chief Executive Officer assumes the Accounting Officer role.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Arrangements for setting Pay and Remuneration of Key Management Personnel**

The Academy Trust has adopted the following arrangements for setting the pay and remuneration of the Trust's key management personnel: SEBMAT manages its pay and reviews in accordance with the Trust's Pay Policy which complies with the School Teachers Pay and Conditions of Employment (STPCD) performance measures and the National Joint Council (NJC) Agreement. The Trust's Pay Policy is reviewed each academic year related to any changes to national policy and pay scales. The trustees/directors, local governing bodies (LGBs) for each school and the respective headteachers are responsible for delivering this Policy. The Trust Board has a Finance and Resources Committee which states in its Terms of Reference that it has to fulfil the governance responsibility for scrutinising and overseeing the finances of the Trust as a whole. This includes overseeing the Pay Policy and reviewing this Policy in the autumn term of each academic year. The Pay Panel is a separate body to address matters of pay and deal with any contentious issues which may arise. It is set up by the Trust Board and given absolute powers to deal with pay for all staff and in particular pay reviews arising annually from the appraisal process, including the performance review of the Chief Executive Officer. It reports to the Board that they have met and fulfilled their duty.

**Trade Union Facility Time**

The Trade Union (Facility Time Publication Requirements) Regulations 2017 came into force in April 2017, which put in place provisions in the Trade Union Act 2016 requiring relevant public sector employers to publish specified information related to facility time provided to trade union officials.

In line with the regulations, The Slough and East Berkshire C of E Multi Academy Trust is required to publish the following information for the period 1 April 2022 to 31 March 2023 relating to trade union officials and facility time:  
Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
4	3.5

Percentage of time spent on facility time

Percentage of time	Number of employees
0%	4
1% - 50%	0
51% - 99%	0
100%	0

Percentage of pay bill spent on facility time

Provide the total cost of facility time	0%
Provide the total pay bill	£18,017,905
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time ÷ total pay bill) × 100	0%

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as:  (total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours) × 100	0%
--	----

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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

Gordon Joyner, a member of the trust, has declared an interest as an employee of the Oxford Diocesan Board of Education (ODBE). A service level agreement with the ODBE to a value of £6,514 was entered into for the provision of religious services in the period.

Andrew Saunders, a director of the trust, has declared an interest as an employee of Eton College with whom the trust contracted for the provision of parking space and swimming lessons to the value of £7,400 in the period.

Rachael Burt, a local governor at Lynch Hill Enterprise Academy, has declared an interest in Learning to Work from whom the trust purchased services to the value of £21,811 during the period.

James Jenkin, a local governor at Lynch Hill School Primary Academy, declared an interest in Supply Hive Ltd from whom the trust contracted supply teaching services to the value of £810 in the period.

**Engagement with employees (including disabled persons)**

In relation to the Companies (Miscellaneous Reporting) Regulations 2018 the Trust has recognised its requirement to include a statement in this trustees'/directors' report outlining the actions taken during the period to introduce, maintain or develop arrangements aimed at:

- **providing employees with information on matters of concern to them** – this is done through school staff, team and department meetings, staff training days, written and e-mail communication to specific staff and generally to staff, as well as information provided through the human resources team. Alongside school communications, the overarching Trust provides information pertinent to all staff who are employees of the Trust through its website, documents, communications and training events.
- **consulting employees or their representatives regularly so that the views of employees can be considered in making decisions which are likely to affect their interests** – this is done at school and Trust levels, seeking views of staff in relation to new ventures. Staff representatives are in place across all local governing bodies where they are able to contribute views, enter into debates, decision-making and receive information. The Trust's Scheme of Delegation specifies that the local governing body may appoint persons who are employed within the academies to serve on the Local Governing Body through such process as they may determine, provided that the total number of such persons (including the headteacher) does not exceed one third of the total number of persons on the Local Governing Body. All appointments are up to four years in length.
- **Encouraging the involvement of employees in the company's performance** – all staff are encouraged and invited to stand as representatives of their colleagues at local governing bodies. Up to two staff can be involved in the six local governing bodies and they are voted for by all their colleagues and hold this post for four years. The Trust's Scheme of Delegation states that the local governing bodies shall carry out or delegate to either the headteacher and/or an appropriate committee (as appropriate) the performance management of all staff and shall put in place procedures for the proper professional and personal development of staff.
- **achieving a common awareness on the part of all employees of the factors affecting the performance of the Company** – this is predominantly addressed through the Trust's website, training events for all the staff, written communication and the cascading of information from the executive team to all the front line workers.
- **the policy in respect of applications for employment from disabled persons, the treatment of employees who become disabled and the training, career development and promotion of disabled persons** – all relevant human resources policies state the encouragement of disabled people to apply for employment in the Trust and the importance of support, training, career development and promotion of disabled persons being promoted. The Trust prides itself on being inclusive, diverse and proactive in promoting disabled persons in the organisation. SEBMAT is an equal opportunities employer, and selects staff on merit, irrespective of race, nationality, ethnic or national origins, gender, marital status, family responsibility, age, disability, sexual orientation, trade union activity, or religious belief. Its policy is to ensure that job applicants and employees are treated justly, and are recruited, selected, trained and promoted on the basis of the job requirements, skills and abilities. It ensures that people are not disadvantaged by conditions or requirements, which cannot be shown to be justified as being necessary for the effective performance of the job. It would actively work to support staff members who have or develop a disability during their employment in carrying out risk assessments, referrals to occupational health and access to work. Consideration would be given to implement reasonable adjustments both from a workplace and job specification (including re-deployment) to ensure that the employee can continue their employment within the organisation.



**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Engagement with Suppliers, Customers and Other in a Business Relationship with the Trust.**

The Trust has had regard to the need to foster the company's business relationship with suppliers, customers and others such as beneficiaries, funders and the wider community. The Trust has a long term relationships with suppliers, buying locally where possible and in an inclusive manner. Customers are local and the Trust offers affordable prices for lettings and encourages community groups to hire the facilities at very competitive rates and as a Trust believes it is at the heart of the local community in everything it does. The Trust is involved with local businesses through a number of focal groups and supports local charities with its fund-raising efforts. The Trust sources suppliers with a partnership approach at the forefront of the contracting arrangements.

**Objectives and Activities**

**Objects and Aims**

The principal object and activity of the Trust is the operation of the schools to provide a broad and balanced education for pupils of all abilities in the local area. The governors have referred to the guidance issued by the Charity Commission in respect of public benefit when reviewing the aims and objectives of the academy.

In accordance with the Articles of Association, the trust has adopted a "Scheme of Government" approved by the Secretary of State for Education.

The Scheme of Government specifies, amongst other things, that the Trust will be at the heart of its communities promoting community cohesion and sharing facilities; the basis for admitting students to the Trust, that the curriculum should be broad and balanced; there will be an emphasis on the needs of individual pupils including pupils with SEN; and including the basis for charging pupils.

**Objectives, Strategies and Activities**

The Trust routinely carries out self-evaluation activities to be assured that key and critical areas are compliant and delivering high quality and effective provision. This process is important in identifying annual objectives. These objectives will be recognised nationally and internationally as examples of outstanding practice, including in particular:

- Pupils to experience the highest quality learning to help them develop into well rounded citizens
- In collaboration to provide an outstanding curriculum to motivate, engage and meet specific needs of pupils
- Provide a safe, secure and supportive environment for all pupils and staff with outstanding leadership, including robust strategic and corporate governance
- Results achieved by pupils to exceed local and national expectations
- Employ, develop and retain the highest possible calibre of staff
- Retain and enhance the support to and from the local community.

**The Trust's Vision**

SEBMAT has been established as a group of schools which can support each other to ensure the best possible outcomes related to education, well-being and preparation of adulthood and employment for the young people in Slough and the nearby areas.

**Vision, Core Principles/Values and Key Strategic Priorities for 2022-2027**

In June 2022 the trustees/directors endorsed the Vision and Strategic Priorities laid out below:

**Our Vision:**

The Slough and East Berkshire C of E Multi Academy Trust is an outward looking inclusive Trust, embedded in the local community, enabling all of God's children to live remarkable lives.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Objectives, Strategies and Activities (continued)**

**Core Principles/Values:**

- We are a Christian based Trust with shared values that are inclusive of all faiths and none;
- We serve our local communities with strong community-driven local governing bodies (LGBs);
- Our schools are headteacher-run schools who use their expertise in teaching and learning to ensure a broad, balanced and high-quality curriculum;
- Localism is central to our size and growth, enabling the benefits of sharing staff, training and joint initiatives to be celebrated;
- We recognise the benefits of work in local partnerships and actively seek out these opportunities to deliver our educational and civic responsibilities;
- Financial security and prudent financial management are key to our schools being successful;
- The earned autonomy which headteachers and LGBs enjoy is underpinned by an on-going programme of support and challenge to school leaders.

**Our Key Strategic Priorities:**

1. Exceptional Central Services – development of a core team, independent of any one school and which meets the range of needs our schools have, is a key step in enabling our ambitions for growth to be realised;
2. Inclusion – supporting vulnerable students to be successful in our schools post-covid will drive trust-wide decision making and spending decisions;
3. Technology – we intend to maximise the gains made during the pandemic to improve the way in which we use technology both in the classroom and with staff in all roles;
4. Collaboration – we intend to develop a menu of services and expertise which we can offer and share with local partnerships in the spirit of both our civic responsibilities and the development of a 'try before you buy' dimension to the Trust's work;
5. Growth – our ambition is to become a medium-sized multi-academy trust (MAT) of between 8-10 schools or 6000 pupils which operates within a proximity of around 30 minutes between schools.

The Trust includes three Church of England (CofE) schools, but this does not prevent non-Church of England schools joining the Trust. SEBMAT will support schools to achieve educational excellence through coaching, sharing good practice and helping to secure good value for money. Slough and Eton Church of England Business and Enterprise College, Colnbrook Church of England Primary and Eton Porney CofE First schools were the first three schools in SEBMAT. These have been joined by Lynch Hill School Primary Academy (LHSPA) and Lynch Hill Enterprise Academy (LHEA) from 1st January 2019 following the merger with the Learning Alliance Academy Trust (LAAT). More recently, in November 2022, Woodlands Park Primary School joined the Trust. Since the year end, on 1 September 2023, Grove Academy joined the Trust.

The Trust is looking forward to further measured expansion, which is pursued with caution and sustainability, ensuring that all students currently in the Trust continue to receive the highest quality of education together with achieving high standards. While the Trust has been approached in some instances by DfE and the Regional Director to assist other schools, the Trust is also receptive to approaches from local schools which may be interested in maximising their potential and sustainability through being part of a multi-academy trust.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**SEBMAT aims to provide:**

- Excellence in leadership and governance
- Improvements in education with high standards
- Sustaining momentum across the improvement journey
- Curriculum innovation
- Creative and innovative approaches to learning for pupils
- A focus on promoting the well-being of all those within the Trust
- Links to local, national and international groups
- Facilitated school-to-school networks, coordinating and brokering expertise
- Recruiting and developing excellent team members
- Excellent financial management and value for money
- Third party scrutiny by way of objective external challenge

**Public Benefit**

In setting the objectives, the trustees/directors have given careful consideration to the Charity Commissioner's general guidance on public benefits and in particular to its supplementary public benefit guidance on advancing education. In this regard the Trust has facilities which are made available for the adults and young people of their surrounding communities.

**Strategic Report - Achievements and Performance**

**Key Performance Indicators**

**School Reports**

**Colnbrook Church of England Primary School**

**Achievements and Performance**

The school received positive feedback to external reviews last year, for both curriculum and safeguarding. These reviews gave assurance that the school remained in a strong position and was continuing to improve.

Results from the staff survey show that, for a third successive year, staff feel supported and enjoy their roles. 100% of staff who responded said they felt proud to be a member of staff, that pupils were safe and that they enjoy working at Colnbrook Church of England Primary School. The parent survey was equally strong showing over 96% of parents would recommend the school to another parent. This mirrors similar results received in the previous academic year and demonstrates sustained progress. Numbers on roll have continued to increase so it is close to capacity as the popularity and reputation of the school improves.

Academic results at the end of KS1 were broadly in line with national averages and exceeded expectations in maths. KS1 results show a good improvement on the previous year's results. Discounting resource base children, the KS2 results were broadly in line with national expectations and demonstrated strong progress from their starting points. Further work to ensure higher standards, particularly in reading, is underway.

Three staff members successfully completed National Professional Qualifications last year with two further members of staff due to start NPQH and NPQSL qualifications. Staff have continued to access high quality leadership coaching as well as peer support across schools in the Trust. The two Assistant Headteachers have worked hard to ensure the curriculum is strong and provides strong support to teaching staff delivering content. Collaboration between SEBMAT primary schools is strong and this has helped to grow strong practice at Colnbrook Church of England Primary School.

Safeguarding remains a high priority and with strategic planning, the team has expanded to help manage the high caseload. Training is regular with updates for all staff and governors throughout the year. Overall, governance remains strong. Governors know the school well and provide appropriate support and challenge to senior and middle leaders.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Colnbrook Church of England Primary School (continued)**

**Achievements and Performance (continued)**

External reviews have commented on the calm and purposeful atmosphere that now exists at Colnbrook Church of England Primary School, demonstrating the impact of new approaches to behaviour. Whilst suspensions increased last year, this was due to one child who is now in specialist provision. Whole school data on behaviour reports, discounting 5 key pupils in one cohort, show a significant decrease in incidents.

Community partnerships continue to bring benefits to the school, particularly with Heathrow and the Parish Council. The headteacher continues to work closely with Slough Borough Council, attending the Fair Access Panel.

**Priorities for the year ahead**

**Curriculum:** To further embed our whole school approach to curriculum provision, ensure a broad, balanced and inspiring curriculum is well taught and enriched by regular and meaningful experiences for children.

**Teaching & Learning:** To ensure quality-first teaching is fully embedded and in line with the school's pedagogical approach and to embed robust assessment that leads to improved outcomes for children.

**Leadership:** To secure clear succession plans which will ensure long-term school improvement which continues to drive rising whole school standards.

**Behaviour & Attitudes:** To develop effective wider work to support staff and pupil resilience, mental health and character development.

**Christian Distinctiveness:** To develop a deep, shared language of spirituality, so that the spiritual flourishing of adults and pupils can be clearly identified, celebrated and evaluated.

**Achievement of pupils and other headline statistics are set out in the table below:**

**Key Stage 1 and 2**

<b>Colnbrook Church of England Primary School</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Phonics Screening	59%	82%
Y2 Reading - at and above	66%	71%
Y2 Writing - at and above	62%	71%
Y2 Maths - at and above	79%	79%
Y2 Reading, Writing and Maths Combined - at and above	62%	67%
Y6 Reading - at and above	41%	73%
Y6 Writing - at and above	66%	74%
Y6 Grammar, Punctuation and Spelling - at and above	70%	74%
Y6 Maths - at and above	56%	80%
Y6 Combined - at and above	37%	64%

**School attendance**

<b>School year</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Attendance: pupils	92.6%	95%
Attendance: staff	92.3%	95%

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Colnbrook Church of England Primary School (continued)**

**Achievements and Performance (continued)**

**School absence**

<b>School year</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Authorised absence	4.8%	3%
Unauthorised absence	1.7%	0%
Persistent absence	23.2%	10%

**Exclusions**

<b>Exclusions over the school year</b>	<b>2022/2023</b>
Number of suspensions (fixed term exclusions)	7
Number of days of suspensions	12
Number of permanent exclusions	0

**Eton Porny CofE First School**

**Achievements and Performance**

The school transitioned smoothly to a new leadership structure and was fully staffed throughout the year with high quality teachers. Eton Porny CofE First School had positive external reviews of the curriculum and safeguarding. Pupils school performance and academic achievements are above national levels and the local authority levels for early years, phonics and KS1.

Staff attendance remains high and pupil attendance has remained in line with national levels. Staff have worked with families closely to work on any barriers to good attendance.

Eton Porny CofE First School maintained a positive reputation in the local community and numbers on roll have remained consistent. Waiting lists were in place in many year groups throughout 2022/23 and a full reception cohort applied with an initial waiting list of 17 children. The school continued to work in partnership with Eton College to further develop extra opportunities for pupils.

Mental health, wellbeing and attachment were high priorities for the school throughout the year which complemented the SEBMAT trauma informed work. The school achieved the bronze attachment aware award through Achieving for Children. Children continued to promote healthy and active lifestyles and achieved the gold school games award for the second year in a row.

**Priorities for the year ahead**

**School Improvement Priorities for 2022-24:** *(Ensuring the Christian culture, vision, values and ethos are lived out through all aspects of school life enabling all pupils and adults to flourish)*

**Priority 1: Leadership – creating a supportive environment for learning**

**Target for improvement/success criteria:**

- Enable all pupils and adults to flourish through strategic, effective, resilient and sustainable leadership and management across the whole school.
- Maintain and sustain high levels of ambition, academic achievement and success for all pupils, in particular pupils with SEN /disadvantage regardless of prior starting points.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Eton Porny CofE First School (continued)**

**Achievements and Performance (continued)**

**Priority 2: Curriculum**

**Target for improvement/success criteria:**

- Subject specific pedagogical approaches firmly embedded within high quality whole school curriculum provision for all pupils, particularly within all foundation subjects.
- High quality, whole school curriculum provision for all pupils, permeates through every National Curriculum subject without exception.
- Maintain and sustain high levels of ambition, academic achievement and success for all pupils, in particular pupils with SEN /disadvantage regardless of prior starting points.

**Priority 3: Mental Health and Well-being – creating a supportive environment for learning**

**Target for improvement/success criteria:**

- All pupils and adults enabled to flourish with resilience through the adoption of a courageous culture which transfers to the 'classroom' (inside and outside).
- Maintain and sustain high levels of ambition, academic achievement and success for all pupils, in particular pupils with SEN /disadvantage regardless of prior starting points.

**Priority 4: Community and Parental Engagement – creating a supportive environment for learning**

**Target for improvement/success criteria:**

- The school community enabled to flourish with resilience through the adoption of a courageous culture which transfers to the 'classroom' (inside and outside).
- Maintain and sustain high levels of ambition, academic achievement and success for all pupils, in particular pupils with SEN /disadvantage regardless of prior starting points.

**Achievement of pupils and other headline statistics are set out in the table below:**

**Key Stage 1**

(Note: Targets for Y2 Reading, Writing, Maths and Y2 Reading, Writing and Maths Combined are not required in 2023/24)

<b>Eton Porny CofE First School</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Phonics Screening	90%	90%
Y2 Reading - at and above	77%	
Y2 Writing - at and above	67%	
Y2 Maths - at and above	83%	
Y2 Reading, Writing and Maths Combined - at and above	67%	

**School attendance**

<b>School year</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Attendance: pupils	94.2%	96%
Attendance: staff	97%	97%

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Eton Porny CofE First School (continued)**

**Achievements and Performance (continued)**

**School absence**

<b>School year</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Authorised absence	5%	4%
Unauthorised absence	0.8%	0%
Persistent absence	16.7%	10%

**Exclusions**

<b>Exclusions over the school year</b>	<b>2022/2023</b>
Number of fixed term exclusions	0
Number of days of fixed term exclusions	0
Number of permanent exclusions	0

**Lynch Hill School Primary Academy**

**Achievements and Performance**

The school received a successful Ofsted inspection November 2022 with a very strong 'Good' overall judgement and with EYFS provision judged to be outstanding. The development points have been included into the new School Development Plan(SDP) and considerable work has already taken place to develop our curriculum further so that every subject offers the clarity and clear skills progression needed to move towards outstanding. Pupil performance remains strong and end of key stage data is above national in each phase (with the exception of writing which was in line with national at the end of KS2) and Year 1 phonics results are amongst the very highest in the country. We are also extremely proud of having been awarded the Platinum Sports Quality Mark, demonstrating our commitment to sport and to developing an exceptional extra-curricular offer for all children.

Partnership work across the Trust primary schools and beyond has been developing very well and staff at LHSPA have been able to share their considerable expertise, supporting with phonics and with EYFS provision, for example.

Successful safeguarding review in February 2023 confirmed that the safeguarding arrangements at LHSPA are robust.

We have successfully navigated staff absences due to maternity leaves and bereavements. Succession planning continues to be a high priority and we have been able to cover our Dedicated Safeguarding Lead(DSL), Assistant Head Teachers(AHTs) and SENDCo for some of 2022-23. Staff undertaking NPQSLs have carefully selected implementation projects that will result in positive changes for the school, with two key staff working on re-launching our writing curriculum offer.

Our school continues to be a popular school within the local area and whilst the birth rate had fallen in the west of Slough, affecting numbers coming into EYFS, we have been ensuring that numbers in KS2 remain very strong. Advertising our 'Outstanding' rating for EYFS is proving beneficial and applications for EYFS for September 2023 are better than for September 2022.

Key improvements to the school site continue with considerable work being completed over the summer holidays to the KS2 playground, Reception outdoor area, replacement boilers and some new flooring. The Premises team have also decorated a number of the classrooms and corridor areas so that the indoor learning environment is inviting for the new school year. Such improvements will help us to promote the school positively for future intakes.

Staff are happy at Lynch Hill School Primary Academy and there were no teacher resignations in summer 2023.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Lynch Hill School Primary Academy (continued)**

**Achievements and Performance (continued)**

**Priorities for the year ahead**

- To continue to develop our offer, ensuring that we are addressing all Ofsted feedback
- To share our expertise in order to effectively support other schools in the Trust and beyond
- To improve pupil attendance so that it moves back to pre-pandemic levels
- To continue to promote the school to prospective parents as the school of choice, so that EYFS numbers can match those of the rest of the school and we remain financially viable.
- Continue to review staffing and spending to avoid moving into a deficit budget in the coming years.

**Achievement of pupils and other headline statistics are set out in the table below:**

(Note: Targets for Y2 Reading, Writing, Maths and Y2 Reading, Writing and Maths Combined are not required in 2023/24)

<b>Lynch Hill School Primary Academy</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Phonics Screening	98%	95%
Y2 Reading - at and above	77%	
Y2 Writing - at and above	73%	
Y2 Maths - at and above	79%	
Y2 Reading, Writing and Maths Combined - at and above	65%	
Y6 Reading - at and above	87%	84%
Y6 Writing - at and above	70%	75%
Y6 Grammar, Punctuation and Spelling - at and above	87%	88%
Y6 Maths - at and above	82%	84%
Y6 Combined - at and above	64%	73%

**School attendance**

<b>School year</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Attendance: pupils	93.50%	95.00%
Attendance: staff	94.64% *	97.00%

\*3 staff on long term sick leave, if not included in the figures, staff attendance was 96.96%

**School absence**

<b>School year</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Authorised absence	4.8%	3.8%
Unauthorised absence	1.7%	1.2%
Persistent absence	18.3%	10%
<b>Total</b>	<b>93.5%</b>	<b>95%</b>



**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Lynch Hill School Primary Academy (continued)**

**Achievements and Performance (continued)**

**Exclusions and suspensions**

<b>Exclusions/suspensions over the school year</b>	<b>2022/2023</b>
Number of fixed term suspensions	<b>0</b>
Number of days of fixed term suspensions	<b>0</b>
Number of permanent exclusions	<b>0</b>

**Woodlands Park Primary School**

**Achievements and Performance**

Transition into the Trust was smooth and all stakeholders have embraced the change.

In March the school expanded places in Key Stage 2 and returned to a PAN of 210 (originally 180). The need for places in Year 5 (current Year 6) in the Local Authority enabled the school to change its admission number, which it had reduced 5 years ago due to falling numbers. The change has enabled the recruitment of a new class teacher (Year 4) and mixed classes in Years 3, 4 and 5 to return to separate year groups. The change has been welcomed by parents and staff. The expansion has come with £60,000 of additional funding, which will be used to reconfigure the Key Stage 2 classrooms and accommodate classes of 30 pupils.

School numbers have steadily increased, although the mobility of children remains high and numbers in Reception remain low. 10 children on roll, are classified as children seeking asylum and residing at the Holiday Inn in Maidenhead. Whilst supporting these families has been challenging, many have made good progress both socially and academically.

Staffing is more stable. The school secured a permanent headteacher in November and at the end of the year recruited a School Business Manager, a post that had been vacant for 8 months.

The school received positive feedback from the Trust humanities review and safeguarding audit. Whilst there are still many areas to work on, the review demonstrated that the school offers a strong curriculum in some areas with good subject leadership.

Key Stage 2 reading and maths results improved and were closer to the National figures. Teachers have undertaken work in developing the curriculum to support the restructure in Key Stage 2. Sport has had a greater profile and the school is participating in more inter-school competitions; and for the first time, represented Maidenhead schools at the Berkshire School Games. £10,000 was secured through Berkshire School to undertake much needed work to our swimming pool. The School received the bronze school games award at the end of the academic year to recognise the contributions to sport and P.E.

Expectations of pupils and parents have risen and as a result, standards of behaviour have improved. Staff and parents report that the school feels quieter and more settled. We have engaged in the Trust work around developing a trauma informed approach and staff have been receptive to the training around this.

The school has had significant work undertaken to replace part of the school roof, costing over £200,000. Work has also been undertaken to modernise and freshen up the site; this summer the staff room and Early Year Foundation Stage (EYFS) toilets were refurbished. Plans are in place to reconfigure the Year 4 classroom, as well as add an internal corridor for better access to the Year 5 and 6 classrooms.

As part of the many changes introduced, we have developed a new school logo, changed the uniform and moved the website across to Finalsité, the Trust platform. All these changes have helped to improve the image of the school.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Woodlands Park Primary School (continued)**

**Achievements and Performance (continued)**

**Priorities for the year ahead**

Attendance remains a key area to improve. School attendance in 2022/23 was 91% and this is significantly lower than the average for primaries (94%). Behaviour is good but we have a higher than average number of children with SEND and Education, Health and Care Plans (EHCPs). The behaviour of some of these children is very challenging. There is a need to further explore opportunities for these children to be supported with their education outside the school setting. Funding and availability remains the key barrier.

Whilst pupil attainment improved in Key Stage 2, Key Stage 1 and EYFS attainment remains low. Children achieving ARE in phonics was lower than previous years, some of which can be accounted for due to staffing difficulties during the year. This year we have enrolled on the Walkthru project, a Tom Sherrington initiative, focused on teaching pedagogy and an excellent resource to support teachers improve and develop their practice.

Increasing pupil numbers remains a priority. The school budget is in deficit and increasing pupil numbers will ensure the school becomes self-sufficient. In the autumn term we will be consulting on changing the Nursery offer from part-time (mornings only) to full-time. We believe this change will allow us to increase our numbers in Nursery and ultimately increase our numbers in Reception increase.

Our outdoor space is our unique selling point, with few schools locally offering a forest school area or facilities to swim. We need to ensure that these spaces are improved and maintained, and that teachers are building in more outdoor learning opportunities for all the pupils.

**Achievement of pupils and other headline statistics are set out in the table below:**

**Key Stage 1 and 2**

(Note: Targets for Y2 Reading, Writing, Maths and Y2 Reading, Writing and Maths Combined are not required in 2023/24)

<b>Woodlands Park Primary School</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Phonics Screening	50%	79%
Y2 Reading - at and above	42%	
Y2 Writing - at and above	38%	
Y2 Maths - at and above	42%	
Y2 Reading, Writing and Maths Combined - at and above	38%	
Y6 Reading - at and above	67%	73%
Y6 Writing - at and above	47%	71%
Y6 Grammar, Punctuation and Spelling - at and above	56%	70%
Y6 Maths - at and above	60%	73%
Y6 Combined - at and above	37%	61%

**School attendance**

<b>School year</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Attendance: pupils	91%	95%
Attendance: staff	94.2%	95%

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Woodlands Park Primary School (continued)**

**Achievements and Performance (continued)**

**School absence**

<b>School year</b>	<b>Results 2022/23</b>	<b>Targets 2023/24</b>
Authorised absence	3.1%	2%
Unauthorised absence	6.1%	3%
Persistent absence	22%	11%

**Exclusions**

<b>Exclusions over the school year</b>	<b>2022/2023</b>
Number of fixed term exclusions	17
Number of days of fixed term exclusions	27
Number of permanent exclusions	0

**Strategic report**

**Lynch Hill Enterprise Academy**

**Achievements and Performance**

- GCSE results for 2023 (unvalidated), were disappointing but not surprising. We had forecast a downturn in results for this particular cohort. Our better performances remain with Technology-based subjects.
- Ofsted judged that the school had improved, the overall judgement moving from inadequate to requires improvement but 3 of the 4 areas actually rated as good.
- Staff recruitment has been hugely challenging but the school is fully staffed for our students.
- Student numbers continue to grow and the school is close to being full now for the first time.
- Behaviour has improved markedly in the school as noted by Ofsted and evidenced by the reduction in suspensions and behaviour incidents relative to the number of students.
- The school is in a sound financial position and the new School Business Manager has brought in an additional £56k in lettings

**Priorities for the year ahead**

- To eradicate inconsistencies in the quality of teaching.
- To increase the progress made by students in the Higher Prior Attainment Band and for those in receipt of the Pupil Premium and those with Special Educational Needs.
- Developing middle leaders in the school to ensure greater consistency and effectiveness in their work.
- To increase levels of parental engagement.
- To improve reading in the school.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Lynch Hill Enterprise Academy (continued)**

**Achievements and Performance (continued)**

**Achievement of students and other headline statistics are set out in the table below: Key Stage 4**

<b>Category</b>	<b>Results 2022/23</b>
Basics at 4+ (English and Maths)	39%
Basics at 5+ (English and Maths)	26%
Attainment 8 score	33.74
Progress 8 score	-0.8
Percentage entered for EBacc	6%
EBacc average point score	2.81
Staying in education or entering employment	n/a

**School attendance**

<b>School year</b>	<b>Results 2022/23</b>
Attendance: students	89.61%
Attendance: staff	93.46%

**School absence**

<b>School year</b>	<b>Results 2022/23</b>
Authorised absence	7.15%
Unauthorised absence	3.24%
Persistent absence	32.8%

**Exclusions**

<b>Exclusions over the school year</b>	<b>2022/23</b>
Number of fixed term exclusions	<b>81</b>
Number of days of fixed term exclusions	<b>177</b>
Number of permanent exclusions	<b>3</b>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Slough and Eton Church of England Business and Enterprise College**

**Achievements and Performance**

- KS4 Results in the summer of 2023 were strong. Many subjects performed well against the national picture. Attainment was in line with or better than 2019. The pass rate was above the national average.
- KS5 results were disappointing although better than 2019. This cohort did not sit GCSE exams.
- Analysis of results shows that areas where students performed less well were those with staffing challenges which lasted all year.
- Attendance was above the national picture (although lower than previous years) and there was a rise in suspensions linked to students presenting more challenging behaviour and a weaker workforce due to recruitment challenges.
- The tragic death of a Year 13 student in December presented significant challenges for the Year 13 cohort which they struggled to overcome.
- Staff attendance was lower than previous years with significantly more illness in the workforce.

**Priorities for the year ahead**

- Closing the gap in progress and achievement of the Free School Meals (FSM) students within the Pupil Premium (PP) group
- Reducing gaps in achievement with the following groups: Boys, High Prior Attaining (HPA) and SEND K
- Improving outcomes for A-Level qualifications
- Ensuring the school is ready for a successful Ofsted and SIAMS inspection
- Reading support and development for struggling readers
- Supporting students to better understand what consent means and how it applies to how they interact with others
- Ensuring students have great pride in their work and exercise books
- Continuing to try to expand the clubs, trips and visits offer back to pre-covid levels.

**Achievement of students and other headline statistics are set out in the table below: Key Stage 4**

<b>Category</b>	<b>Results 2022/23</b>
Basics at 4+ (English and Maths)	60%
Basics at 5+ (English and Maths)	40%
Attainment 8 score	45.01
Progress 8 score	0.05
Percentage entered for EBacc	32%
EBacc average point score	3.82
Staying in education or entering employment	96%

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Slough and Eton Church of England Business and Enterprise College (continued)**

**Achievements and Performance (continued)**

**Key Stage 5**

<b>Category</b>	<b>Results 2022/23</b>
Academic Qualifications Progress Score	NA
Vocational Qualifications Progress Score	NA
Staying in education or entering employment	86%

<b>School year</b>	<b>Results 22/23</b>	
Attendance: students	91.6%	
Attendance: staff	93%	

**School attendance** 95.9%

**School absence**

<b>School year</b>	<b>Results 22/23</b>
Authorised absence	6.4%
Unauthorised absence	2%
Persistent absence	11.92%

**Suspensions Exclusions**

<b>Exclusions over the school year</b>	<b>22/23</b>
Number of fixed term suspensions	65
Number of days of fixed term suspensions	142.5
Number of permanent exclusions	3

**Going Concern**

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Promoting the Success of the Company**

The trustees/directors are very clear about the importance of acting in a way which is most likely to promote the success of the company.

In doing so, it has regard to

- **the likely consequences of any decision in the long term** – the Trust places emphasis on strong operational leadership and management which is distributed through the organisation, together with robust executive leadership and corporate governance. There are checks and balances across and through the Trust which provide rich information and understanding to support sure footed short, medium and longer term decision making of the Trust.
- **the interests of the company's employees** - all decision making, particularly around expansion of the Trust is about building on strengths with an emphasis on low level risk. The focus is on keeping staff and 'growing our own'. This has been demonstrated over the last few years by promoting staff into senior roles, including headships.
- **the need to foster the company's business relationships with suppliers, customers and others** – there is strong evidence to support the fostering of business relationships with suppliers and customers for their benefit and that of the Trust. High quality, efficient and prompt service are mutually beneficial for the smooth and successful operation of organisations.
- **the impact of the company's operations on the community and the environment** – the Trust with its seven schools is very aware of being in touch with its community and the surrounding environment. The schools serve the communities by providing high quality and effective education for the pupils locally. There is a strong sense of the schools being accountable to the pupils, parents, carers and community. Community and parent governors are an important facet of governance being in touch with its customers.
- **the desirability of the company maintaining a reputation for high standards of business conduct** - the Trust is aware of its potential to improve the circumstances and life chances of the local communities, particularly serving the vulnerable and disadvantaged. From the standpoint of the schools, their success not only leads to benefiting each individual pupil but also securing the robustness of the school through being fully occupied, bringing in the funding and resources to secure its robustness and continue providing desirable provision.
- **the need to act fairly between members of the company** – the organisation has very clear vision, values and ethos as a Church of England faith trust. It recognises the importance of acting fairly and honestly. The governors are very aware of the importance of adhering to the Nolan Principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership. This permeates the organisation.

**Strategic Report - Financial Review**

**Finance Review**

Most of the Trust's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the period ended 31 August 2023 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

During the year, EFSA/LA grants received totalled £23,774,000 (2022 - £20,785,000). Other income included within restricted funds totalled £860,000 (2022 - £807,000). Restricted fund expenditure totalled £25,047,000 (2022 - £22,570,000).

Overall, the Trust has a healthy balance sheet and cash flow and will be using reserves to maintain the current assets and also to invest back into schools in the form of additional resources and facilities, both in the long and short term in conjunction with the school development plans and school's aims.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

### **Reserves Policy**

The definition of reserves in the SORP is 'that part of a charity's income funds that is freely available for its general purposes'. This definition of reserves therefore normally excludes:

- permanent endowment funds
- expendable endowment funds
- restricted income funds
- any part of unrestricted funds not readily available for spending, specifically income funds which could only be realised by disposing of fixed assets held for charitable use

Reserves are therefore the resources the Trust has or can make available to spend for any or all the Trust's purposes once it has met its commitments and covered its other planned expenditure. More specifically 'reserves' are income which becomes available to the Trust and is to be spent at the trustees'/directors' discretion in furtherance of any of the Trust's objects (sometimes referred to as 'general purpose' income) but which is not yet spent, committed or designated (i.e., is 'free')

The level of reserves held takes into account the nature of income and expenditure streams, the need to match them with commitments, including future capital projects, and the nature of reserves. The trustees/directors will keep this level of reserves under review at each board meeting and aim to build and maintain the reserves level by entering into cost effective agreements whilst in keeping with the principal object of the Trust.

Total reserves at the end of the period amounted to £69,419,000 (2022: £62,876,000). This balance includes unrestricted funds of £405,000 (2022: £319,000), which are considered appropriate for the Trust, and restricted funds of £69,014,000 (2022: £62,557,000), including a pension deficit of £2,071,000 (2022: £2,594,000).

When deciding on the reserves amount, Directors will take into account the following:

- one month salary bill – currently approximately £1,630,000
  - SE £690,000
  - LHEA £385,000
  - LHSPA £315,000
  - CP £105,000
  - EP £55,000
  - WP £80,000
- SEBMAT's annual income budget – currently approximately £24,613,000; a 1% contingency amounts to £246,130, 5% to £1,230,650; 10% to £2,461,300 and 12% to £ 2,953,560
- The need for any large project spends, such as facilities development or building condition needs
- Any uncertainty, turbulence or expected reduction in funding arrangements, including the level of transitional protection within the school funding and its expiry date
- Anticipated funding over the next three years.

Within the reserves policy users should note that, because of accounting for the Local Government Pension Scheme (LGPS), the Trust recognises a significant pension fund deficit totalling to £2,071,000 (2022: £2,594,000). This deficit is included within restricted funds. This does not lead to an immediate liability for this amount. Similarly, if there was a pension surplus included in the restricted fund this would not create an immediately realisable asset that can be released straight away and expended for the specific purposes of that fund.

Users should also note that a surplus or deficit position of the pension scheme would generally result in a cash flow effect for the Trust in the form of an increase or decrease in employers' pension contributions over a period of years. The Trust thus takes this fact into account when reviewing current business plans and budgets, ascertaining how the pension costs might affect budgets in the future. On the basis that increased pension contributions should generally be met from the Trust's budgeted annual income, whilst the deficit might not be eliminated, there should be no actual cash flow deficit on the fund or direct impact on the unrestricted reserves of the Trust due to the recognition of the deficit.



**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Reserves Policy (continued)**

- The Trust operates in accordance with the Charities Statement of Recommended Practice
- The Trust follows the principles set out in the Academies Trust Handbook and has adopted its own Finance Manual which is reviewed annually
- Principal funding is received from the Education and Skills Funding Agency
- Assets are accounted for within the accounts and are depreciated accordingly
- Local Government Pension Fund – The Academy receives a FRS17 Disclosures Report at the end of the financial year (31 August) from Barnett Waddington on behalf of the Berkshire Pension Fund. Trustees/directors and governors have been made aware of the Pension Deficit as stipulated under the Charities SORP Act.

**Investment Policy**

It should be noted that the SEBMAT Trust has substantial power with regards to investments due to cash balances held. Investment policies are determined at school academy level, which is agreed by each Local Governing Body. This ensures the level of funds the Trust holds can cover any immediate expenditure, without exposing the academies to additional risk. Should any potential investment opportunity arise this would be escalated to the SEBMAT Finance and Resources Committee and or the Board of Trustees/Directors for consideration.

**Principal Risks and Uncertainties**

The Companies Act 2006 s417(3b) requires disclosure of the principal risks and uncertainties facing a company. The Trust is exposed to a number of financial risks including credit, cash flow and liquidity risks. Given the Trust's exposure to financial instruments being limited, the exposure principally relates to bank balances, cash and trade creditors, with limited trade (and other) debtors. The trust's system of internal controls ensures risk is minimal in these areas.

A Risk Register has been established and is updated regularly. Where appropriate, systems or procedures have been established to mitigate the risks the Trust faces. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects.

The trustees/directors have assessed the major risks to which the Trust is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Trust, and its finances. The trustees/directors have implemented a number of systems to assess risks that the trust faces, especially in the operational areas (e.g., in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g., vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains, they have ensured they have adequate insurance cover.

The Trust has an effective system of internal financial controls and this is explained in more detail in the Governance Statement.

It should also be noted that procedures are in place to ensure compliance with the health and safety regulations, pertaining to both staff and pupils.

The trustees/directors also are fully aware of their responsibilities to ensure that the Trust's estate is safe, well maintained and compliant with the relevant regulations.

Please refer to the Reserves Policy above for a description of the defined benefit pension scheme, in which there was a deficit at 31 August 2023. Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of trust closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education (DfE). 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.

**Fundraising**

The Trust has not engaged in any specific or formal fundraising activities over the course of the year, either for specific projects or to augment the annual education budget.

Due consideration is given at all times to ensuring that no fundraising practices are unreasonably intrusive or apply undue pressure especially with regard to vulnerable persons.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Streamlined Energy and Carbon Reporting**

**UK energy use and associated greenhouse gas emissions**

Annual energy usage and associated annual greenhouse gas ("GHG") emissions are reported pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 ("the 2018 Regulations") that came into force 1 April 2019.

**Organisational boundary**

In accordance with the 2018 Regulations, the energy use and associated greenhouse gas emissions are for those assets owned or operated within the UK only as defined by the operational control boundary. This includes all six schools controlled during the reporting period and minibuses along with the mandatory inclusion of scope 3 business travel in employee-owned or hire vehicles (grey fleet). This reporting period saw the addition of Woodlands Park Primary School in November 2022.

**Reporting period**

The annual reporting period is 1<sup>st</sup> September to 31<sup>st</sup> August each year and the energy and carbon emissions are aligned to this period.

**Quantification and reporting methodology**

The 2019 UK Government Environmental Reporting Guidelines and the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) were followed. The 2023 UK Government GHG Conversion Factors for Company Reporting were used in emission calculations. The report has been reviewed independently by Briar Consulting Engineers Limited.

The electricity, gas and minibus diesel consumption were compiled from invoice records. Where energy invoices do not cover the whole reporting period, the pro-rata estimation technique was used. Mileage claims were used to calculate energy use and emissions associated with grey fleet. On site renewable solar photovoltaic electricity is the total energy that is generated. Exported energy is not measured on the statements, so therefore it cannot be removed. Where solar data was not available, the direct comparison method was used. Due to the lack of better data and it being voluntary, biomass data has not been included in this report but will be included in the next SECR report. Generally gross calorific values were used except for grey fleet mileage energy calculations as per Government GHG Conversion Factors.

The associated emissions are divided into mandatory and voluntary emissions according to the 2018 Regulations, then further divided into the direct combustion of fuels and the operation of facilities (scope 1), indirect emissions from purchased electricity (scope 2) and further indirect emissions that occur because of Trust activities but occur from sources not owned or controlled by the organisation (scope 3).

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Streamlined Energy and Carbon Reporting (continued)**

<b>UK Greenhouse gas emissions and energy use data for the period</b>	<b>1 Sept 2022 – 31 Aug 2023</b>	<b>1 Sept 2021 – 31 Aug 2022</b>
Energy consumption used to calculate emissions (kWh)	3,302,096	3,471,300
Energy consumption break down (kWh) [ <i>optional</i> ] <ul style="list-style-type: none"> <li>Gas</li> <li>Electricity</li> <li>Transport fuel</li> </ul>	1,895,956 1,183,622 32,322	1,994,583 1,271,534 26,189
<u>Scope 1 – emissions in metric tonnes CO<sub>2</sub>e</u> Gas consumption Owned transport – mini-buses  <u>Total scope 1</u>	346.8 5.8  352.6	364.1 5.6  369.7
<u>Scope 2 – emissions in metric tonnes CO<sub>2</sub>e</u> Purchased electricity	245.1	245.9
<u>Scope 3 – emissions in metric tonnes CO<sub>2</sub>e</u> Business travel in employee owned vehicles	2.0	0.7
Total gross emissions in metric tonnes CO <sub>2</sub> e	<b>599.7</b>	<b>616.3</b>
<u>Intensity ratio</u> Tonnes CO <sub>2</sub> e per pupil	<b>0.171</b>	<b>0.189</b>

**Intensity ratio**

Two intensity ratios are reported showing emissions (tCO<sub>2</sub>e) per pupil and per square meter floor area. Emissions per pupil is the recommended ratio for the sector for consistency and comparability and pupil numbers are based on the Autumn 2022 Census. Emissions per square meter floor area is reported to reflect the energy efficiency of the buildings, which are the source of most emissions.

**Energy efficiency action during current reporting year**

The Trust is committed to reducing longer term emissions and this year has seen the implementation of numerous energy efficiency measures, some of which include:

- Carpet has been fitted to several rooms in the trust's schools rather than vinyl to help insulate rooms better.
- Rotten wooden windows at Eton Porny CofE First School have been replaced with double glazed windows
- Brickwork that had failed at Eton Porny CofE First School has been repaired or replaced to remove drafts into the downstairs library building.
- New ovens have been installed in the kitchens at Lynch Hill Enterprise Academy, Colnbrook Church of England Primary School and Eton Porny CofE First School which are more efficient than the ones they replaced.
- New heating and hot water boilers have been installed at Lynch Hill School Primary Academy to replace their inefficient 1960's boilers.
- Replacement heating/cooling units were installed at several schools to replace inefficient local heating units.
- Replacement flat roof was installed at Woodlands Park Primary school with improved insulation.
- Rood lights were removed at Woodlands Park Primary School with improved insulation added in their place.
- Rooms were refurbished across the Trust's schools fitting efficient LED lighting to replace conventional fluorescent lighting.
- Windows were replaced at Lynch Hill School Primary Academy with double glazed units (phase 2 of 3).
- External LED Lighting was installed to replace old flood lights.
- Some of the flat rooves at Lynch Hill School Primary Academy were replaced with additional insulation and new roofing felt.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**Energy efficiency action during current reporting year (continued)**

- Wooden external doors were replaced over several areas of the Trust schools with double glazed/insulated aluminium doors, which are a better fit and better insulated.

**Plans for Future Periods**

The Trust is focused on providing high quality and effective education for all its pupils. It is determined to achieve and maintain school improvement to ensure long term sustainability. Within the Trust there is a commitment to sharing, collaboration and pooling resources to increase effectiveness and efficiency, as well as maximise resources. All this is underpinned by a suite of specialised central services which can free up schools to concentrate on their key educational priorities. There is a responsibility towards the common good. In this regard the Trust has pledged to support the community, which includes reaching out to support other local schools which may need assistance. Alongside this, within the Trust there is a strong emphasis on a mutually supportive approach with challenges and solutions being shared.

The Trust is committed to the pursuit of well-considered and proportionate expansion to provide children with enhanced opportunities arising from greater efficiencies and economies of scale, increased professional development opportunities and training for the staff, and a more flexible and creative learning environment. At this stage a moderate expansion is envisioned to somewhere in the range of eight to twelve schools which could amount to somewhere in the region of about 6,000 pupils. While SEBMAT is a Church of England Trust it is very open to other schools with or without a designated religious character joining as it enshrines a wide values base. SEBMAT can support schools to excel through coaching, sharing good practice and helping to secure good value for money. Currently, there are plans to increase the size of the Trust which will create even greater benefits in terms of capacity, strategic advantage, curriculum developments, advances in teaching and learning and improved performance.

The Trust is open to approaches from other schools to develop informal links, such as sharing information and advice, or more formal commitment to the Trust. The Trust is very open to exploratory meetings to consider possible ways of linking and working together for the benefit of the pupils. These formal partnerships are not about losing control but about developing competences, autonomy and independence and maximising the advantages of sharing and supporting each other in achieving excellence for all.

**Funds Held as Custodian Trustee on Behalf of Others**

The Academy Trust and / or its trustees did not act as custodian trustee during the current or previous period.

**Auditor**

Insofar as the trustees/directors are aware:

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

The trustees'/directors' report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on Monday 4 December 2023 and signed on the Board's behalf by:

*C Tomes*

**Mr Chris Tomes**  
**Chair of Trustees**

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT**

**Scope of responsibility**

As trustees/directors, we acknowledge we have overall responsibility for ensuring that The Slough and East Berkshire C of E Multi Academy Trust has an effective and appropriate system of control, financial and otherwise. However, such a system is designed to manage rather than eliminate the risk of failure to achieve business objectives and can provide only reasonable and not absolute assurance against material misstatement or loss.

The Board of Trustees/Directors has delegated the day-to-day responsibility to the Chief Executive, 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 The Slough and East Berkshire C of E Multi Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees/Directors any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met six times during the year.

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

**Board of Trustees/Directors**

Attendance at meetings during the 2022-23 year was as follows:

<b>Trustees/Directors</b>	<b>Meetings Attended</b>	<b>Out of possible meetings</b>
Christine Bamigtola	6	6
Seema Goyal	4	6
Vishal Mehta	5	6
Michael Miller	5	6
Paul Nye	4	6
Jon Reekie	3	6
Andrew Saunders	5	6
Revantha Sinnetamby	6	6
Chris Tomes	6	6

**The Finance and Resources Committee**

The Finance and Resources Committee is a sub-committee of the main Board of Trustees/Directors. Its purpose is to receive financial monitoring reports from individual school academies and consider individual academy budget proposals for authorisation. The Committee was established in December 2013. In June 2019 its Terms of Reference were reviewed, revised and endorsed by the Board of Trustees/Directors.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

Attendance at meetings in the year (2022-2023) was as follows:

<b>Finance and Resources Committee</b>	<b>Meetings Attended</b>	<b>Out of possible meetings</b>
Jon Reekie	3	3
Revantha Sinnetamby	2	3
Paul Nye	1	3
Christine Bamigbola	2	3
<b>Non-Trustee Members of F&amp;R Committee</b>		
Robin Crofts, Director of Governance	2	3
Chris Fisher, Head of Business	2	3
Kamla Jassal, Finance Director	3	3
Chris Spencer, Chief Executive	3	3

The Audit and Risk Committee is also a sub-committee of the main Board of Trustees/Directors formed on 26th March 2014. Its purpose is to:

- monitor the integrity of the financial statements
- review internal financial controls and review the Trust's internal control and risk management systems
- make recommendations to the Members and Board of Trustees/Directors in relation to the appointment, re-appointment and removal of the external auditor and approve the remuneration and terms of engagement of the auditor, and
- review the auditor's independence and objectivity.

No significant issues to note were dealt with during the period. Membership of the Audit and Risk Committee is:

- Mr Alex Bottom – Independent Chair. Mr Bottom is partner of Hillier Hopkins LLP Radius House, 51 Clarendon Road, Watford, Herts WD17 1HP
- Vishal Mehta – Trustee/Director of SEBMAT
- Michael Miller – Trustee/Director of SEBMAT
- Costa Franceskides – Co-opted Representative of the Audit and Risk Committee

Attendance at meetings in the year (2022-2023) was as follows:

<b>Audit and Risk Committee</b>	<b>Meetings Attended</b>	<b>Out of possible meetings</b>
Alex Bottom	3	3
Michael Miller	3	3
Vishal Mehta	2	3
Costa Franceskides	2	3

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

Other sub-committees are set out on the school websites and shown below:

**Slough and Eton Church of England Business and Enterprise College - Local Governing Body**

Attendance during the year at meetings was as follows:

<b>Slough and Eton Church of England Business and Enterprise College Governors</b>	<b>Meetings Attended</b>	<b>Possible meetings</b>
Jimmy Scragg	5	5
Peter Collins	5	5
Jacqui Smith	4	5
Steve Bremner	4	5
Ali Bhatti	3	5
James Fulton	4	5
Julie Siddiqi	2	5
Rob Deeks	3	5
Shazia Baig	2	5
Rev Scott Lamb	4	5
Charlotte Brabants	3	5

**Colnbrook Church of England Primary School - Local Governing Body**

Attendance during the year at meetings was as follows:

<b>Colnbrook Church of England Primary School</b>	<b>Meetings Attended</b>	<b>Possible meetings</b>
Blair Murray-Cusati	3	4
Tom Brunson	4	4
Nora Afraoui	2	4
Robert Weeks	4	4
Sara Chesterfield Terry	1	4
Frances Whiteman	4	4
Michelle Herring	4	4
Moji Oyekun	3	4

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

**Eton Porny CofE First School - Local Governing Body**

Attendance during the year at meetings was as follows:

<b>Eton Porny CofE First School Governors</b>	<b>Meetings Attended</b>	<b>Possible meetings</b>
Maggie Waller	4	4
Rev La Stacey	4	4
Elaine Skinner	4	4
Emma Stanford Smith	4	4
Anita Spires	3	4
Graeme Aldous	2	4
Laurence Jacobson	2	4
Laruen Crees	3	3
Grazia Murray-Cusati	2	4
Ed Yeo	4	4
Kylie Harris	3	3

**Lynch Hill School Primary Academy (LHSPA)**

Attendance during the year at meetings was as follows:

<b>Lynch Hill School Primary Academy Governors</b>	<b>Meetings Attended</b>	<b>Possible meetings</b>
Denise Fletcher	4	4
Lindsey Tomlinson	4	4
Graham Kaye-Taylor	4	4
Isobel Ford	2	3
Petre Hector	3	4
Dan Townley	4	4
Saj Hussain	2	4
James Jenkin	3	4



**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

**Lynch Hill Enterprise Academy (LHEA)**

Attendance during the year at meetings was as follows:

<b>Lynch Hill Enterprise Academy Governors</b>	<b>Meetings Attended</b>	<b>Possible meetings</b>
Chris Thomas	6	6
Elaine O'Brien	6	6
Steve Bremner	5	5
Rachael Burt	3	6
Richard Dunn	1	5
Patricia Turner	6	6
Lauran Wilcox	1	6
Manisha Vithani	6	6
Jane Naqshbund	5	6
John Greenwood	3	6
Anne Bunce	5	6
Eve Feilen	5	6
Melissa Oakley	4	4

**Woodlands Park Primary School**

Attendance during the year 2022-2023 at meetings was as follows:

<b>Woodlands Park Primary School Governors</b>	<b>Meetings Attended</b>	<b>Possible meetings</b>
Maxine Woods	6	6
Jamie Miles	6	6
Stephen Dorling	5	6
Ed Stearns	5	6
Euan Affleck	4	6
Joanna Safdari	3	3
Helen Atallah	4	4
Clive Haines	1	4

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

**SEBMAT Local Governing Bodies (LGBs) - Review of School Governance**

**School Year 2022-2023**

Governing bodies reflect on their own performance in governing and give consideration to how they can develop and refine their effectiveness. Recent reviews of school governance have focused on their achievements in governing over the past academic year and address their priorities for the year ahead (2022-2023 and 2023-2024).

**Colnbrook Church of England Primary School**

<b>Recent Achievements - 2022-23</b>
<ul style="list-style-type: none"> <li>Governors have received Thinking Governance Training and have become more strategic in their support and challenge of the school</li> <li>The Board supported the headteacher in strategic and operational duties throughout the year when called for, including serving on an interview panel for an SLT Member</li> <li>Have increased the number of link Governors to ensure focus and fair distribution of roles</li> <li>Have continued to ensure that Governor oversight is conducted of Safeguarding and finances</li> <li>Continued to ensure clarity of vision, ethos and strategic direction for the school</li> </ul>
<b>Priorities for the Future - 2023-24</b>
<ul style="list-style-type: none"> <li>Improve the visibility within the school of members of the Governing Body (LGB) and improve Governor monitoring</li> <li>Continue to embed and implement the areas of development from the 2022 SIAMS inspection</li> <li>Continue to support the school in implementing the School Development Plan in preparation of an OFSTED inspection, expected by end of the academic year 2024/5</li> <li>Further develop local community links to support the enrichment of the school's curriculum</li> <li>Continue to support and challenge the school to continue to improve attendance</li> <li>Improve representation of the Diocese by recruiting a Diocesan Governor</li> <li>Provide the school with support and challenge to raise attainment in reading and phonics to meet, or exceed, national averages.</li> </ul>

**Eton Porny CofE First School**

<b>Recent Achievements – 2022-23</b>
<ul style="list-style-type: none"> <li>Successful school year with leadership changes well embedded and supported by the LGB</li> <li>Robust monitoring aligned with School Improvement Plan and Governors' Strategic Plan throughout the year</li> <li>Constant review of LGB make up with a focus on improving diversity and ensuring robust succession planning (see also future priority to build on this)</li> <li>Strong focus on well-being of staff and pupils, evidenced in monitoring</li> </ul>
<b>Priorities for the Future – 2023-2024</b>
<ul style="list-style-type: none"> <li>Ongoing, relentless focus on supporting good mental health and wellbeing of all staff</li> <li>Maintaining robust review/focus in governor monitoring on key areas identified within the School Improvement Plan</li> <li>Further improve diversity within the LGB membership and maintain robust succession planning</li> <li>Further increase visibility of governors with attendance at school events and celebrations and identify opportunities for governors' personal and professional links and expertise to add value</li> <li>Focus on governor training</li> </ul>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

**Lynch Hill School Primary Academy**

<b>Recent Achievements 2022-2023</b>
<ul style="list-style-type: none"> <li>Continuing to imbed the LGB strategic plan to all governors</li> <li>Provided good, strong support to the SLT team during the Ofsted inspection</li> <li>Establishing a growing team with varying strengths and experience</li> <li>Continued visibility in school with well supported monitoring meetings, giving good opportunities for staff to be able to present their ideas and plans for moving forward, and for governors to be confident that implementation of changes following Ofsted recommendations are taking place</li> <li>Well attended LGB meetings with strong challenge and questioning.</li> </ul>
<b>Priorities for the Future 2023-2024</b>
<ul style="list-style-type: none"> <li>To continue to grow the LGB to ensure balance of any skill gaps.</li> <li>To follow and monitor the progress of the implementation of changes following the Ofsted inspection.</li> <li>To support new Governors and actively engage them in ensuring they are obtaining as much information as possible to help them understand their roles, especially within their delegated areas.</li> <li>To attend further presentations given by staff, especially regarding curriculum.</li> </ul>

**Woodlands Park Primary School**

<b>Recent Achievements – 2022-2023</b>
<p>The Local Governing Body (LGB) achieved the following:</p> <ul style="list-style-type: none"> <li>Woodlands Park Primary School successfully joined the Trust on 1st November 2022 thanks to the hard work and support from the parents, pupils, staff and governors at the school.</li> <li>The governors also successfully appointed our new Headteacher, Mr Jamie Miles, to take the school forward to a bright, engaging future.</li> <li>The governing body has doubled in number, and we have a breadth of experience and support within the new team.</li> </ul>
<b>Priorities for the Future – 2023-2024</b>
<p>The Local Governing Body (LGB) plans to achieve the following:</p> <ul style="list-style-type: none"> <li>Establishing a 3 year marketing plan targeted at promoting Woodlands Park Primary School as the first choice school in the area and supporting the school's pupil growth priority.</li> <li>Securing the right support for the school to enable us to extend our Nursery provision in support of our growth targets.</li> <li>Establishment of a robust governor monitoring system aligned to the school's priority areas.</li> <li>Build a culture/community whereby all parents and pupils understand the value of school attendance.</li> <li>Alignment of all school policies to the SEBMAT policies and ensuring the appropriate consultations take place to achieve a smooth transition.</li> <li>Support the school staff to embed a mindset with pupils and parents of attainment and progress being in line with national standards.</li> </ul>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**GOVERNANCE STATEMENT (CONTINUED)**

**Governance (continued)**

**Slough and Eton Church of England Business and Enterprise College**

<b>Recent Achievements 2022-2023</b>
<ul style="list-style-type: none"> <li>Establishing and maintaining a high level of inspection readiness for both Ofsted and SIAMS.</li> <li>Maintaining a relatively stable governing body which knows the school well, allowing appropriate support and challenge to a senior team which is also stable and strong.</li> <li>Improved connection between local governing body (LGB) members and directors, through a Link Director and through meetings of Chairs/Vice-Chairs of Governors across the Trust.</li> <li>Three governors seconded to an Interim Executive Board (IEB), including the Chair, at Grove Academy, which recently joined the Trust and had a successful monitoring visit from Ofsted in the Summer Term.</li> </ul>
<b>Priorities for the Future 2023-2024</b>
<ul style="list-style-type: none"> <li>LGB involvement in the overview of school finances (via Headteacher's reports) following the expansion of the Trust.</li> <li>Continued focus on looking to diversify the governing body and ensure it reflects the community which the school serves.</li> <li>More robust audit and reporting of link governor visits.</li> <li>More bespoke training to develop governors' skills (for example in relation to permanent exclusion panels).</li> <li>Continued monitoring of the school's progress in relating to the DfE Well-Being Charter and oversight of the development of a Staff Well-Being Policy.</li> <li>Now that normal school routines have resumed, more scrutiny of pupil participation/ engagement in trips and enrichment activities to ensure that these are widely accessed.</li> </ul>

**Lynch Hill Enterprise Academy**

<b>Recent Achievements 2022-2023</b>
<p>Priorities for 2022-2023 - with achievements made:</p> <ul style="list-style-type: none"> <li>To embed the LGB strategic plan to all governors. The governing body has configured its arrangements to focus on the key aspects of the strategic plan.</li> <li>To encourage links between the local community and the school. A new parent governor with very useful skills has joined the LGB. There is still a need to develop additional local community engagement.</li> <li>Improve and follow the Scheme of Delegation and ensure all governors understand it. The Scheme of delegation has been agreed and endorsed by the Trust with distribution to the chair of governance. The next step is now to bring this scheme to governors, so they know their responsibilities to the Trust Board.</li> <li>Be prepared as a governing body for a potential Ofsted inspection, which is still pending. The governors were well prepared for the Ofsted inspection and they demonstrated to the inspectors their support, scrutiny and challenge in holding the Academy to account.</li> <li>Appoint further governors to balance appropriate skills gaps. Whilst we had enlisted 2 excellent new governors, unfortunately one has now left us due to family issues; they weren't able to commit as much time as they felt they should. The governing body has been strengthening and broadening its skills with clear areas of responsibility.</li> <li>Ensure that our parent governors have the appropriate training and support that is required to fulfil their obligations to the school in their role. A new parent governor has recently joined the LGB and is already taking on a specific responsibility.</li> </ul> <p>Those responsible for governance take their statutory responsibilities seriously. Governors and Trust leaders know the school's strengths and development areas. They have established strong systems to hold leaders to account.</p>
<b>Priorities for the Future 2023-2024</b>
<ul style="list-style-type: none"> <li>Our governance commitment at Lynch Hill Enterprise Academy is to uphold high standards of accountability and education quality. We will achieve this through collaboration, emphasising student success, sustainable practices, and efficient management.</li> <li>Our priorities include leadership support, strategic planning, safeguarding, community engagement, and a culture of continuous improvement.</li> <li>Regular evaluations will drive governance enhancements.</li> </ul>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**Review of value for money**

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

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

- Assessing the estate and prioritising the School Capital Allocation Grant to ensure the Trust's estate is safe, well-maintained, and complies with regulations.
- Continuing to present spending proposals to Directors where they can be appropriately challenged and recorded in minutes
- Reviewing the resources and staffing across the schools within the Trust to take out inefficiencies, consolidate operations, modernise practice and seek more economical arrangements
- Reviewing contracts and service level agreements regularly to ensure they remain suitable for the needs of the academies within the Trust.
- Ensuring the Trust has robust financial procedures and regular policy reviews, operating within the regulations of the Academies Trust Handbook.

**The purpose of the system of internal control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the SEBMAT Trust for the period 1st September 2022 to 31st August 2023 and up to the date of approval of the annual report and financial statements.

**Capacity to handle risk**

The Board of Trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1st September 2022 to 31 August 2023 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

**The risk and control framework**

The Trust's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. 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 and Resources Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes
- setting targets to measure financial and other performance
- clearly defined purchasing (asset purchase or capital investment) guidelines
- identification and management of risks.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**GOVERNANCE STATEMENT (CONTINUED)**

**The risk and control framework (continued)**

The Board of Trustees has decided to buy-in an internal audit service from Academy Education Services Limited. The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the Trust's financial and other systems. In particular, the checks carried out in the current period included a review of the controls in relation to: payroll system, the identification and reporting of related parties, the contracts and risks registers and fixed asset and ongoing capital projects.

On a bi-annual basis, reviewer reports to the Board of Trustees, through the Audit and Risk Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares an annual summary report to the Committee outlining the areas reviewed, key findings, recommendations and conclusions to help the Committee consider actions and assess year on year progress. The agreed schedule of work has been delivered as planned. No material control issues were identified as a result of the work undertaken.

**Review of effectiveness**

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

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

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

Approved by order of the members of the Board of Trustees on 4 December 2023 and signed on their behalf by:

*C Tomes*

**Mr Christopher Tomes**  
**Chair of Trustees**

*chris spencer*

**Mr Christopher Spencer, Chief Executive Officer**  
**Accounting Officer**

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE**

As accounting officer of The Slough and East Berkshire C of E Multi Academy Trust I have considered my responsibility to notify the Academy Board of Governors and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement 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 2022, including responsibilities for estates safety and management.

I confirm that I and the Academy Board of Trustees are able to identify any material irregular or improper use of all funds by the Academy, or material non-compliance with the terms and conditions of funding under the Academy's funding agreement and the Academy Trust Handbook 2022.

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.

*chris spencer*

**Mr Christopher Spencer**  
**Accounting Officer**

Date: 4 December 2023

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the members of the Board of Trustees on 4 December 2023 and signed on its behalf by:

*C Tomes*

**Mr Christopher Tomes**  
**Chair of Trustees**



**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**

**Opinion**

We have audited the financial statements of The Slough and East Berkshire C of E Multi Academy Trust (the 'academy') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Academy's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2022 to 2023 issued by the Education and Skills Funding Agency.

**Basis for opinion**

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

**Conclusions relating to going concern**

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

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

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST (CONTINUED)**

**Other information**

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

We have nothing to report in this regard.

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

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

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

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

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

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

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

**Responsibilities of trustees**

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

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST (CONTINUED)**

**Auditors' responsibilities for the audit of the financial statements**

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

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

We considered the nature of the industry and its control environment, and reviewed the academy's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory framework that the academy's operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the UK Companies Act and tax legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.
- We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management, and external legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance.

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE  
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST (CONTINUED)**

**Use of our report**

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

*Carly Pinkus*

**Carly Pinkus (Senior Statutory Auditor)**

for and on behalf of

**BKL Audit LLP**

Chartered Accountants  
Statutory Auditor

35 Ballards Lane  
London  
N3 1XW

4 December 2023

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE  
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST AND THE EDUCATION AND SKILLS  
FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 31 October 2011 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2022 to 2023, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Slough and East Berkshire C of E Multi Academy Trust during the year 1 September 2022 to 31 August 2023 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 The Slough and East Berkshire C of E Multi Academy Trust and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to The Slough and East Berkshire C of E Multi Academy Trust and 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 The Slough and East Berkshire C of E Multi Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

**Respective responsibilities of The Slough and East Berkshire C of E Multi Academy Trust's  
accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of The Slough and East Berkshire C of E Multi Academy Trust's funding agreement with the Secretary of State for Education dated 17 August 2011 and the Academy Trust Handbook, extant from 1 September 2022, 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 2022 to 2023. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2022 to 31 August 2023 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

**Approach**

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

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 to our conclusion includes:

- review of management reporting documents.
- review of Trustees/Governors meeting minutes.
- confirming compliance with the Academy Trust's Scheme of Delegation.
- compliance with delegated authorities.
- consideration of whether any personal benefit has been derived from the Academy Trust's transactions by staff or related parties.
- adherence to tendering policies.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO THE  
SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST AND THE EDUCATION & SKILLS  
FUNDING AGENCY (CONTINUED)**

**Conclusion**

In the course of our work, nothing has come to our attention which suggest in all material respects the expenditure disbursed and income received during the year 1 September 2022 to 31 August 2023 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*BKL Audit LLP*

**Reporting Accountant**

**BKL Audit LLP**

Chartered Accountants  
Statutory Auditor

35 Ballards Lane  
London  
N3 1XW

Date: 4 December 2023

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
<b>Income from:</b>						
Donations and capital grants:	3					
Assets gifted on transfer of Woodlands Park Primary School & Nursery to the trust		-	(41)	5,778	5,737	-
Other donations and capital grants		9	19	1,080	1,108	989
Other trading activities	5	90	860	-	950	908
Investments		-	1	-	1	-
Charitable activities		-	23,774	-	23,774	20,785
<b>Total income</b>		<b>99</b>	<b>24,613</b>	<b>6,858</b>	<b>31,570</b>	<b>22,682</b>
<b>Expenditure on:</b>						
Raising funds		2	-	-	2	6
Charitable activities	7	11	25,047	1,362	26,420	24,112
<b>Total expenditure</b>		<b>13</b>	<b>25,047</b>	<b>1,362</b>	<b>26,422</b>	<b>24,118</b>
<b>Net income/(expenditure)</b>		<b>86</b>	<b>(434)</b>	<b>5,496</b>	<b>5,148</b>	<b>(1,436)</b>
Transfers between funds	19	-	(178)	178	-	-
<b>Net movement in funds before other recognised gains</b>		<b>86</b>	<b>(612)</b>	<b>5,674</b>	<b>5,148</b>	<b>(1,436)</b>
<b>Other recognised gains:</b>						
Actuarial gains on defined benefit pension schemes	27	-	1,395	-	1,395	9,655
<b>Net movement in funds</b>		<b>86</b>	<b>783</b>	<b>5,674</b>	<b>6,543</b>	<b>8,219</b>
<b>Reconciliation of funds:</b>						
Total funds brought forward		319	202	62,355	62,876	54,657
Net movement in funds		86	783	5,674	6,543	8,219
<b>Total funds carried forward</b>		<b>405</b>	<b>985</b>	<b>68,029</b>	<b>69,419</b>	<b>62,876</b>

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

The notes on pages 48 to 78 form part of these financial statements.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**

**(A Company Limited by Guarantee)**

**REGISTERED NUMBER: 07723151**

**BALANCE SHEET  
AS AT 31 AUGUST 2023**

	<b>Note</b>	<b>2023 £000</b>	<b>2022 £000</b>
<b>Fixed assets</b>			
Tangible assets	14	<b>67,651</b>	61,550
		<b>67,651</b>	61,550
<b>Current assets</b>			
Stocks	15	<b>15</b>	15
Debtors	16	<b>510</b>	378
Cash at bank and in hand		<b>5,480</b>	4,651
		<b>6,005</b>	5,044
Creditors: amounts falling due within one year	17	<b>(2,113)</b>	(1,049)
<b>Net current assets</b>		<b>3,892</b>	3,995
<b>Total assets less current liabilities</b>		<b>71,543</b>	65,545
Creditors: amounts falling due after more than one year	18	<b>(53)</b>	(75)
<b>Net assets excluding pension liability</b>		<b>71,490</b>	65,470
Defined benefit pension scheme liability	27	<b>(2,071)</b>	(2,594)
<b>Total net assets</b>		<b>69,419</b>	62,876
<b>Funds of the Academy</b>			
<b>Restricted funds:</b>			
Fixed asset funds	19	<b>68,029</b>	62,355
Restricted income funds	19	<b>3,056</b>	2,796
		<b>71,085</b>	65,151
Restricted funds excluding pension asset	19	<b>71,085</b>	65,151
Pension reserve	19	<b>(2,071)</b>	(2,594)
<b>Total restricted funds</b>	19	<b>69,014</b>	62,557
<b>Unrestricted income funds</b>	19	<b>405</b>	319
<b>Total funds</b>		<b>69,419</b>	62,876

The financial statements on pages 45 to 78 were approved by the Trustees, and authorised for issue on 04 December 2023 and are signed on their behalf, by:

**Mr Christopher Tomes** *C Tomes*  
**Chair of Trustees**

**Mr Christopher Spencer** *chris spencer*  
**Chief Executive Officer**

The notes on pages 48 to 78 form part of these financial statements.



**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 AUGUST 2023**

	<b>Note</b>	<b>2023 £000</b>	<b>2022 £000</b>
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	21	<b>7,233</b>	1,055
<b>Cash flows from investing activities</b>	23	<b>(6,382)</b>	639
<b>Cash flows from financing activities</b>	22	<b>(22)</b>	(23)
<b>Change in cash and cash equivalents in the year</b>		<b>829</b>	1,671
Cash and cash equivalents at the beginning of the year		<b>4,651</b>	2,980
<b>Cash and cash equivalents at the end of the year</b>	24, 25	<b><u>5,480</u></b>	<b><u>4,651</u></b>

The notes on pages 48 to 78 form part of these financial statements

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**1. Accounting policies**

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

**1.1 Basis of preparation of financial statements**

The financial statements of the Academy, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

**1.2 Going concern**

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

**1.3 Income**

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

• **Grants**

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

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

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

• **Donations**

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

• **Transfer on conversion**

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**1. Accounting policies (continued)**

**1.4 Expenditure**

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**1.5 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

**1.6 Interest receivable**

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

**1.7 Tangible fixed assets**

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

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

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**1. Accounting policies (continued)**

**1.7 Tangible fixed assets (continued)**

Depreciation is provided on the following bases:

Freehold property	- Land is not depreciated; buildings over the estimated lives of components
Long-term leasehold property	- 125 years
Leasehold improvements	- Over the estimated lives of the components
Furniture and equipment	- 1 year
Plant and machinery	- 3 years
Computer equipment	- 2 years

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

**1.8 Stocks**

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

**1.9 Debtors**

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

**1.10 Cash at bank and in hand**

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

**1.11 Liabilities**

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**1. Accounting policies (continued)**

**1.12 Financial instruments**

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

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

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 17 and 18. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

**1.13 Operating leases**

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

**1.14 Pensions**

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

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

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

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**1. Accounting policies (continued)**

**1.15 Conversion to an academy trust**

The conversion from a state maintained school to an Academy involved the transfer of identifiable assets and liabilities and the operation of the school for £NIL consideration. The substance of the transfer is that of a gift and it has been accounted for on that basis as set out below.

The assets and liabilities transferred on conversion from Woodlands Park Primary School to the Academy have been valued at their fair value. The fair value has been derived based on that of equivalent items. The amounts have been recognised under the appropriate Balance Sheet categories, with a corresponding amount recognised in Income from Donations and Capital Grants in the Statement of Financial Activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds.

The transfer agreement between the Royal Borough of Windsor and Maidenhead provided for the transfer of all assets and liabilities of the predecessor school to the trust. A 125 year lease was entered in to with the Royal Borough of Windsor and Maidenhead for the premises on which the school carries on operations. The leasehold has been valued at the value at which the asset was carried by the Royal Borough of Windsor and Maidenhead.

Further details of the transaction are set out in note 26.

**1.16 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 funders where the asset acquired or created is held for a specific purpose.

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

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**2. Critical accounting estimates and areas of judgment**

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

Critical accounting estimates and assumptions:

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 27, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

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

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Donations	9	19	-	28
Capital grants	-	-	1,080	1,080
Net assets gifted on conversion of Woodlands Park Primary & Nursery School	-	(41)	5,778	5,737
	<u>9</u>	<u>(22)</u>	<u>6,858</u>	<u>6,845</u>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**3. Income from donations and capital grants (continued)**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000
Donations	10	4	-	14
Grants	-	-	975	975
	<u>10</u>	<u>4</u>	<u>975</u>	<u>989</u>

**4. Funding for the Academy's charitable activities**

	Restricted funds 2023 £000	Total funds 2023 £000
<b>DfE/ESFA grants</b>		
GAG	19,632	<b>19,632</b>
Other DfE/ESFA grants		
Pupil premium	1,198	<b>1,198</b>
UIFSM	175	<b>175</b>
Others	542	<b>542</b>
Supplementary grant	535	<b>535</b>
Mainstream school additional grant (MSAG)	282	<b>282</b>
Trust capacity grant	200	<b>200</b>
Start up and transfer grants	114	<b>114</b>
	<u>22,678</u>	<u><b>22,678</b></u>
<b>Other Government grants</b>		
Local authority grants	1,096	<b>1,096</b>
	<u>1,096</u>	<u><b>1,096</b></u>
	<u>23,774</u>	<u><b>23,774</b></u>
	<u>23,774</u>	<u><b>23,774</b></u>



**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

	Restricted funds 2022 £000	Total funds 2022 £000
<b>DfE/ESFA grants</b>		
GAG	17,859	17,859
Other DfE/ESFA grants		
UIFSM	164	164
Pupil premium	1,018	1,018
Others	346	346
Supplementary grant	219	219
Start up and transfer grants	36	36
	<hr/> 19,642	<hr/> 19,642
<b>Other Government grants</b>		
Local authority grants	1,063	1,063
	<hr/> 1,063	<hr/> 1,063
<b>COVID-19 additional funding (DfE/ESFA)</b>		
Other DfE/ESFA COVID-19 funding	80	80
	<hr/> 80	<hr/> 80
	<hr/> 20,785	<hr/> 20,785
	<hr/> <hr/> 20,785	<hr/> <hr/> 20,785

**5. Income from other trading activities**

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Trips	90	-	90
Catering	-	347	347
Lettings	-	248	248
Other income	-	265	265
	<hr/> 90	<hr/> 860	<hr/> 950
	<hr/> <hr/> 90	<hr/> <hr/> 860	<hr/> <hr/> 950

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Trips	101	-	101
Catering	-	280	280
Lettings	-	141	141
Other income	-	386	386
	<u>101</u>	<u>807</u>	<u>908</u>

**6. Expenditure**

	Staff Costs 2023 £000	Premises 2023 £000	Other 2023 £000	Total 2023 £000
Expenditure on raising voluntary income:				
Direct costs	-	-	2	2
Educational operations:				
Direct costs	15,896	-	2,216	18,112
Allocated support costs	4,417	2,555	1,336	8,308
	<u>20,313</u>	<u>2,555</u>	<u>3,554</u>	<u>26,422</u>

	Staff Costs 2022 £000	Premises 2022 £000	Other 2022 £000	Total 2022 £000
Expenditure on raising voluntary income:				
Direct costs	-	-	6	6
Educational operations:				
Direct costs	14,272	-	1,872	16,144
Allocated support costs	4,099	2,564	1,305	7,968
	<u>18,371</u>	<u>2,564</u>	<u>3,183</u>	<u>24,118</u>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**7. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2023 £000</b>	<b>Support costs 2023 £000</b>	<b>Total funds 2023 £000</b>
Educational operations	18,112	8,308	<b>26,420</b>

	<b>Activities undertaken directly 2022 £000</b>	<b>Support costs 2022 £000</b>	<b>Total funds 2022 £000</b>
Educational operations	16,144	7,968	24,112

**Analysis of direct costs**

	<b>Educational operations 2023 £000</b>	<b>Total funds 2023 £000</b>
Staff costs	15,481	<b>15,481</b>
Staff development and training	238	<b>238</b>
Educational supplies and services	1,057	<b>1,057</b>
Technology costs	377	<b>377</b>
Examination fees	234	<b>234</b>
Agency supply teachers	415	<b>415</b>
Educational consultancy	310	<b>310</b>
	<b>18,112</b>	<b>18,112</b>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

**Analysis of direct costs (continued)**

	Educational operations 2022 £000	Total funds 2022 £000
Staff costs	13,985	13,985
Staff development and training	164	164
Educational supplies and services	903	903
Technology costs	360	360
Examination fees	164	164
Agency supply teachers	271	271
Educational consultancy	297	297
	<hr/> 16,144 <hr/>	<hr/> 16,144 <hr/>

**Analysis of support costs**

	Educational operations 2023 £000	Total funds 2023 £000
Pension finance costs	95	95
Staff costs	3,628	3,628
Depreciation	1,362	1,362
Building maintenance	212	212
Grounds maintenance	13	13
Rates and water	92	92
Other occupancy costs	114	114
Energy costs	300	300
Cleaning	523	523
Insurance	81	81
Bought in professional services	26	26
Agency support costs	45	45
Catering supplies	382	382
Operating lease costs	142	142
Other support costs	344	344
Non-cash pension costs	744	744
Governance costs	205	205
	<hr/> 8,308 <hr/>	<hr/> 8,308 <hr/>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

**Analysis of support costs (continued)**

	Educational operations 2022 £000	Total funds 2022 £000
Pension finance costs	171	171
Staff costs	2,669	2,669
Depreciation	1,425	1,425
Building maintenance	200	200
Grounds maintenance	11	11
Rates and water	161	161
Other occupancy costs	105	105
Energy costs	301	301
Cleaning	466	466
Insurance	77	77
Bought in professional services	38	38
Agency support costs	43	43
Catering supplies	395	395
Operating lease costs	139	139
Other support costs	273	273
Non-cash pension costs	1,387	1,387
Governance costs	107	107
	<u>7,968</u>	<u>7,968</u>

**8. Net income/(expenditure)**

Net income/(expenditure) for the year includes:

	<b>2023 £000</b>	2022 £000
Operating lease rentals	<b>142</b>	144
Depreciation of tangible fixed assets	<b>1,362</b>	1,425
Fees paid to auditors for:		
- audit	<b>17</b>	18
- other services	<b>11</b>	4
	<u><b>1,532</b></u>	<u>1,591</u>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**9. Staff**

**a. Staff costs**

Staff costs during the year were as follows:

	<b>2023</b>	2022
	<b>£000</b>	£000
Wages and salaries	<b>14,775</b>	12,917
Social security costs	<b>1,582</b>	1,408
Pension costs	<b>2,752</b>	2,329
	<b>19,109</b>	16,654
Agency staff costs	<b>460</b>	330
Non-cash pension costs	<b>744</b>	1,387
	<b>20,313</b>	18,371

**b. Staff numbers**

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

	<b>2023</b>	2022
	<b>No.</b>	No.
Teaching staff	<b>181</b>	183
Administrative and support staff	<b>324</b>	264
Management	<b>39</b>	32
	<b>544</b>	479

**c. Higher paid staff**

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

	<b>2023</b>	2022
	<b>No.</b>	No.
In the band £60,001 - £70,000	<b>20</b>	10
In the band £70,001 - £80,000	<b>2</b>	2
In the band £80,001 - £90,000	<b>4</b>	3
In the band £90,001 - £100,000	<b>3</b>	1
In the band £130,001 - £140,000	<b>-</b>	1
In the band £140,001 - £150,000	<b>1</b>	-

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**9. Staff (continued)**

**d. Key management personnel**

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £1,114,637 (2022 - £864,142).

**10. Central services**

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

- Finance and budget monitoring
- Premises management
- Human resources
- Strategic leadership and school improvement

The Academy charges for these services on the following basis:

4% (2022: 2.5%) of General Annual Grant (GAG) funding.

The actual amounts charged during the year were as follows:

	<b>2023</b>	2022
	<b>£000</b>	£000
Slough & Eton CofE Business & Enterprise College	<b>353</b>	206
Colnbrook CofE Primary School	<b>53</b>	30
Eton Porny CofE First School	<b>34</b>	20
Lynch Hill Enterprise Academy	<b>248</b>	130
Lynch Hill School Primary Academy	<b>191</b>	108
Woodlands Park Primary and Nursery School	<b>28</b>	-
<b>Total</b>	<b>907</b>	494

**11. Trustees' remuneration and expenses**

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

The CEO of the Trust, C Spencer, earned total remuneration of £62,114 (2022: £51,601), NI contributions of £7,391 (2022: £6,158) and pension contributions of £NIL (2022: £NIL) for the year ended 31 August 2023.

During the year ended 31 August 2023, expenses totalling £483 were reimbursed or paid directly to 1 Trustee (2022 - NIL).

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**12. Trustees' and Officers' insurance**

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

**13. Intangible assets**

	<b>ICT software £000</b>
<b>Cost</b>	
At 1 September 2022	67
	<hr/>
At 31 August 2023	67
	<hr/>
<b>Amortisation</b>	
At 1 September 2022	67
	<hr/>
At 31 August 2023	67
	<hr/>
<b>Net book value</b>	
At 31 August 2023	-
	<hr/> <hr/>
At 31 August 2022	-
	<hr/> <hr/>



**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**14. Tangible fixed assets**

	Freehold property £000	Long-term leasehold property £000	Furniture and equipment £000	Plant and machinery £000	Computer equipment £000	Total £000
<b>Cost or valuation</b>						
At 1 September 2022	6,893	60,969	998	273	2,040	71,173
Additions	515	764	254	24	128	1,685
Acquired on conversion	-	5,776	-	-	2	5,778
Disposals	-	-	-	-	(211)	(211)
At 31 August 2023	<u>7,408</u>	<u>67,509</u>	<u>1,252</u>	<u>297</u>	<u>1,959</u>	<u>78,425</u>
<b>Depreciation</b>						
At 1 September 2022	289	6,256	957	135	1,986	9,623
Charge for the year	90	1,100	67	36	69	1,362
On disposals	-	-	-	-	(211)	(211)
At 31 August 2023	<u>379</u>	<u>7,356</u>	<u>1,024</u>	<u>171</u>	<u>1,844</u>	<u>10,774</u>
<b>Net book value</b>						
At 31 August 2023	<u>7,029</u>	<u>60,153</u>	<u>228</u>	<u>126</u>	<u>115</u>	<u>67,651</u>
At 31 August 2022	<u>6,604</u>	<u>54,713</u>	<u>41</u>	<u>138</u>	<u>54</u>	<u>61,550</u>

Freehold land and buildings are included at the book value transferred from The Learning Alliance Academy Trust. The value of the land has been determined by the trustees and is included within freehold property at a value of £3,907,746. No depreciation has been charged on freehold land.

Additions to freehold property in the year involved playground and boiler works at Lynch Hill School Primary Academy.

**15. Stocks**

	2023 £000	2022 £000
Books and stationery stocks	<u>15</u>	<u>15</u>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**16. Debtors**

	2023 £000	2022 £000
<b>Due within one year</b>		
Trade debtors	28	13
Prepayments and accrued income	361	312
Tax recoverable	121	53
	<u>510</u>	<u>378</u>

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

	2023 £000	2022 £000
Other loans	22	22
Trade creditors	967	168
Other taxation and social security	338	307
Other creditors	335	281
Accruals and deferred income	451	271
	<u>2,113</u>	<u>1,049</u>

	2023 £000	2022 £000
Deferred income at 1 September 2022	171	160
Resources deferred during the year	343	171
Amounts released from previous periods	(160)	(160)
	<u>354</u>	<u>171</u>

At the balance sheet date the academy trust was holding funds received in advance for 2023/24.

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

	2023 £000	2022 £000
Other loans	<u>53</u>	<u>75</u>

Amounts included within other loans above includes a salix loan and an LA loan. The total balance outstanding on these two loans at 31 August 2023 was £70,308 (2022: £87,885) and £4,730 (2022: £9,730) respectively and include annual repayments of £17,577 and £4,730 per annum respectively. Both loans are unsecured and interest-free. The salix loan matures in 3 years and the LA loan matures in 1 year.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**19. Statement of funds**

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
<b>Unrestricted funds</b>						
General Funds - all funds	319	99	(13)	-	-	405
<b>Restricted general funds</b>						
GAG	2,796	19,632	(19,194)	(178)	-	3,056
Pupil premium	-	1,198	(1,198)	-	-	-
UIFSM	-	175	(175)	-	-	-
Other ESFA/DfE	-	542	(542)	-	-	-
Supplementary grant	-	535	(535)	-	-	-
Mainstream school additional grant (MSAG)	-	282	(282)	-	-	-
Trust capacity grant	-	200	(200)	-	-	-
Start up and transfer grants	-	114	(114)	-	-	-
Local authority grants	-	1,096	(1,096)	-	-	-
Assets gifted on conversion to academy trust status	-	(8)	8	-	-	-
General	-	880	(880)	-	-	-
Pension reserve	(2,594)	(33)	(839)	-	1,395	(2,071)
	202	24,613	(25,047)	(178)	1,395	985

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

	Balance at 1 September 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2023 £000
<b>Restricted fixed asset funds</b>						
Restricted Fixed Asset Funds - all funds	62,355	6,858	(1,362)	178	-	68,029
<b>Total Restricted funds</b>	<b>62,557</b>	<b>31,471</b>	<b>(26,409)</b>	<b>-</b>	<b>1,395</b>	<b>69,014</b>
<b>Total funds</b>	<b>62,876</b>	<b>31,570</b>	<b>(26,422)</b>	<b>-</b>	<b>1,395</b>	<b>69,419</b>

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

All funds originated from assets gifted by the predecessor school. In addition:

Restricted fixed asset funds have been increased by capital grants provided by the DfE and reduced by depreciation charges.

Restricted general funds have been increased by revenue grants provided by the DfE and reduced by expenditure incurred in the operation of the academy.

The restricted funds can only be used in terms of limitations imposed the the Funding Agreement with the DfE and the terms of any specific grant.

Unrestricted funds have been increased by voluntary contributions by parents and reduced by expenditure incurred in the operation of the academy.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2023.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

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

	Balance at 1 September 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2022 £000
<b>Unrestricted funds</b>						
General Funds - all funds	222	111	(14)	-	-	319
<b>Restricted general funds</b>						
GAG	2,487	17,860	(17,275)	(276)	-	2,796
Pupil premium	-	1,018	(1,018)	-	-	-
UIFSM	-	164	(164)	-	-	-
Other DfE/ESFA COVID-19 funding	-	80	(80)	-	-	-
Other DfE funding	-	600	(600)	-	-	-
Catch-up premium	-	1,064	(1,064)	-	-	-
General	-	811	(811)	-	-	-
Pension reserve	(10,691)	-	(1,558)	-	9,655	(2,594)
	(8,204)	21,597	(22,570)	(276)	9,655	202
<b>Restricted fixed asset funds</b>						
Restricted Fixed Asset Funds - all funds	62,639	975	(1,535)	276	-	62,355
<b>Total Restricted funds</b>	54,435	22,572	(24,105)	-	9,655	62,557
<b>Total funds</b>	54,657	22,683	(24,119)	-	9,655	62,876

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

**Total funds analysis by academy**

Fund balances at 31 August 2023 were allocated as follows:

	<b>2023</b>	2022
	<b>£000</b>	£000
Slough & Eton CofE Business & Enterprise College	<b>531</b>	851
Colnbrook CofE Primary School	<b>286</b>	266
Eton Porny CofE First School	<b>95</b>	13
Lynch Hill Enterprise Academy	<b>487</b>	337
Lynch Hill School Primary Academy	<b>1,597</b>	1,240
Woodlands Park Primary and Nursery School	<b>(134)</b>	-
Held centrally	<b>599</b>	408
	<hr/>	<hr/>
Total before fixed asset funds and pension reserve	<b>3,461</b>	3,115
Restricted fixed asset fund	<b>68,029</b>	62,355
Pension reserve	<b>(2,071)</b>	(2,594)
	<hr/>	<hr/>
<b>Total</b>	<b>69,419</b>	62,876
	<hr/> <hr/>	<hr/> <hr/>

The following academy is carrying a net deficit on its portion of the funds as follows:

	<b>Deficit</b>
	<b>£000</b>
Woodlands Park Primary and Nursery School	<b>(134)</b>
	<hr/> <hr/>

The reasons for this deficit:

- Low pupil numbers in previous years, the school was transferred from the LA with a 19k deficit.
- Rising pay inflation causing staffing costs to increase year on year, backpay to support staff back to April 2022
- Staffing changes and agency costs due to vacancies
- Improvement of premises to enhance the facility to provide a better educational setting for pupils eg. furniture
- Additional IT costs, with new IT provider to ensure IT facilities were fit for purpose

The Academy is taking the following action to return the academy to surplus:

- Increase pupil numbers through all the improvements mentioned above giving rise to increase in grant funding
- On-going communications campaign to improve the banding of the school and make it the "school of choice" for local parents.
- Continuous drive to achieve value for money by reviewing contracts on a regular basis
- Increase income through local initiatives such as lettings, wrap around care etc.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

**Total cost analysis by academy**

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2023 £000
Slough & Eton CofE Business & Enterprise College	6,022	1,413	457	1,315	<b>9,207</b>
Colnbrook CofE Primary School	1,064	150	103	189	<b>1,506</b>
Eton Porny CofE First School	567	73	69	85	<b>794</b>
Lynch Hill Enterprise Academy	3,922	899	706	488	<b>6,015</b>
Lynch Hill School Primary Academy	3,433	567	147	560	<b>4,707</b>
Woodlands Park Primary and Nursery School	716	77	39	97	<b>929</b>
Held centrally	172	1,238	79	413	<b>1,902</b>
	<u>15,896</u>	<u>4,417</u>	<u>1,600</u>	<u>3,147</u>	<u><b>25,060</b></u>

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

	Teaching and educational support staff costs £000	Other support staff costs £000	Educational supplies £000	Other costs excluding depreciation £000	Total 2022 £000
Slough & Eton CofE Business & Enterprise College	5,875	1,241	504	1,253	8,873
Colnbrook CofE Primary School	979	145	125	181	1,430
Eton Porny CofE First School	691	94	43	118	946
Lynch Hill Enterprise Academy	3,361	463	502	836	5,162
Lynch Hill School Primary Academy	3,222	461	190	438	4,311
Held centrally	144	1,695	-	132	1,971
<b>Academy</b>	<u>14,272</u>	<u>4,099</u>	<u>1,364</u>	<u>2,958</u>	<u>22,693</u>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**20. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Restricted fixed asset funds 2023 £000	Total funds 2023 £000
Tangible fixed assets	-	-	67,651	<b>67,651</b>
Current assets	405	5,222	378	<b>6,005</b>
Creditors due within one year	-	(2,113)	-	<b>(2,113)</b>
Creditors due in more than one year	-	(53)	-	<b>(53)</b>
Provisions for liabilities and charges	-	(2,071)	-	<b>(2,071)</b>
<b>Total</b>	<b>405</b>	<b>985</b>	<b>68,029</b>	<b>69,419</b>

**Analysis of net assets between funds - prior year**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Restricted fixed asset funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	-	-	61,550	61,550
Current assets	319	3,920	805	5,044
Creditors due within one year	-	(1,049)	-	(1,049)
Creditors due in more than one year	-	(75)	-	(75)
Provisions for liabilities and charges	-	(2,594)	-	(2,594)
<b>Total</b>	<b>319</b>	<b>202</b>	<b>62,355</b>	<b>62,876</b>



**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**21. Reconciliation of net income/(expenditure) to net cash flow from operating activities**

	<b>2023</b>	2022
	<b>£000</b>	£000
Net income/(expenditure) for the year (as per Statement of Financial Activities)	<b>5,148</b>	(1,436)
<b>Adjustments for:</b>		
Depreciation	<b>1,362</b>	1,425
Capital grants from DfE and other capital income	<b>(1,080)</b>	(975)
Interest receivable	<b>(1)</b>	-
Defined benefit pension scheme obligation inherited	<b>33</b>	-
Defined benefit pension scheme cost less contributions payable	<b>133</b>	1,381
Defined benefit pension scheme finance cost	<b>95</b>	171
Decrease in stocks	<b>-</b>	1
(Increase)/decrease in debtors	<b>(132)</b>	34
Increase in creditors	<b>1,064</b>	448
Defined benefit pension scheme administration costs	<b>6</b>	6
Settlement loss in year	<b>605</b>	-
<b>Net cash provided by operating activities</b>	<b>7,233</b>	1,055

**22. Cash flows from financing activities**

	<b>2023</b>	2022
	<b>£000</b>	£000
Repayments of borrowing	<b>(22)</b>	(23)
<b>Net cash used in financing activities</b>	<b>(22)</b>	(23)

**23. Cash flows from investing activities**

	<b>2023</b>	2022
	<b>£000</b>	£000
Dividends, interest and rents from investments	<b>1</b>	-
Purchase of tangible fixed assets	<b>(1,685)</b>	(336)
Capital grants from DfE Group	<b>1,080</b>	975
Gifted on conversion to academy status	<b>(5,778)</b>	-
<b>Net cash (used in)/provided by investing activities</b>	<b>(6,382)</b>	639

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

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

	2023 £000	2022 £000
Cash in hand and at bank	5,480	4,651
<b>Total cash and cash equivalents</b>	<b>5,480</b>	<b>4,651</b>

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

	At 1 September 2022 £000	Cash flows £000	At 31 August 2023 £000
Cash at bank and in hand	4,651	829	5,480
Debt due within 1 year	(22)	-	(22)
Debt due after 1 year	(75)	22	(53)
	<b>4,554</b>	<b>851</b>	<b>5,405</b>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**26. Conversion to an academy trust**

On 1 November 2022 Woodlands Park Primary School converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to The Slough and East Berkshire C of E Multi Academy Trust from Royal Borough of Windsor and Maidenhead for £NIL consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the Balance Sheet under the appropriate heading with a corresponding net amount recognised as a net gain in the Statement of Financial Activities as Income from Donations and Capital Grants - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of Financial Activities.

	<b>Restricted funds £000</b>	<b>Restricted fixed asset funds £000</b>	<b>Total funds £000</b>
<b>Tangible fixed assets</b>			
Leasehold land and buildings	-	5,776	<b>5,776</b>
Other tangible fixed assets	-	2	<b>2</b>
<b>Current liabilities</b>			
Current liabilities	(8)	-	<b>(8)</b>
LGPS deficit	(33)	-	<b>(33)</b>
<b>Net (liabilities)/assets</b>	<u>(41)</u>	<u>5,778</u>	<u><b>5,737</b></u>

The transfer agreement between the Royal Borough of Windsor and Maidenhead provided for the transfer of all assets and liabilities of the predecessor school to the trust. A 125 year lease was entered in to with the Royal Borough of Windsor and Maidenhead for the premises on which the school carries on operations.

**27. Pension commitments**

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

The latest valuation of the TPS related to the period ended 31 March 2020 and the latest triennial valuation for LGPS related to the period ended 31 March 2022. The Trust has received an actuarial report relating to the valuation of the LGPS as at 31 August 2023.

Contributions amounting to £334,039 were payable to the schemes at 31 August 2023 (2022 - £279,359) and are included within creditors.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**27. Pension commitments (continued)**

**Teachers' Pension Scheme**

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

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

**Valuation of the Teachers' Pension Scheme**

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify 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 impacting these financial statements was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the year amounted to £1,926,643 (2022 - £1,714,500).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Academy has set out above the information available on the scheme.

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**27. Pension commitments (continued)**

**Local Government Pension Scheme**

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £1,219,000 (2022 - £886,000), of which employer's contributions totalled £926,000 (2022 - £680,000) and employees' contributions totalled £293,000 (2022 - £206,000). The agreed contribution rates for future years are 21.6 per cent for employers and between 5.5 and 12.5 per cent for employees.

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

**Principal actuarial assumptions**

Royal County of Berkshire Pension Fund

	<b>2023</b>	2022
	%	%
Rate of increase in salaries	<b>3.90</b>	3.90
Rate of increase for pensions in payment/inflation	<b>2.90</b>	2.90
Discount rate for scheme liabilities	<b>5.30</b>	4.25

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

	<b>2023</b>	2022
	Years	Years
Retiring today		
Males	<b>20.7</b>	21.0
Females	<b>23.6</b>	23.8
Retiring in 20 years		
Males	<b>22.0</b>	22.3
Females	<b>25.0</b>	25.3

**Sensitivity analysis**

Royal County of Berkshire Pension Fund

	<b>2023</b>	2022
	£000	£000
Discount rate +0.1%	<b>736</b>	235
Discount rate -0.1%	<b>787</b>	242
Mortality assumption - 1 year increase	<b>789</b>	284
Mortality assumption - 1 year decrease	<b>735</b>	276
CPI rate +0.1%	<b>762</b>	236
CPI rate -0.1%	<b>761</b>	230

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**27. Pension commitments (continued)**

**Share of scheme assets**

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

	<b>At 31 August 2023 £000</b>	<b>At 31 August 2022 £000</b>
Equities	6,061	4,167
Corporate bonds	1,139	1,030
Property	895	893
Cash and other liquid assets	70	111
Target Return Portfolio	-	9
Infrastructure	1,205	717
Longevity insurance	(440)	(295)
<b>Total market value of assets</b>	<b>8,930</b>	<b>6,632</b>

The actual return on scheme assets was £219,000 (2022 - £196,000).

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

	<b>2023 £000</b>	<b>2022 £000</b>
Current service cost	(1,059)	(2,061)
Interest income	314	100
Interest cost	(409)	(271)
Gain/(loss) on settlement	(605)	-
Administrative expenses	(6)	(6)
<b>Total amount recognised in the Statement of Financial Activities</b>	<b>(1,765)</b>	<b>(2,238)</b>

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

	<b>2023 £000</b>	<b>2022 £000</b>
<b>At 1 September</b>	<b>9,226</b>	<b>16,416</b>
Conversion of academy trusts	33	-
Current service cost	1,059	2,061
Interest cost	409	271
Employee contributions	293	206
Actuarial gains	(1,487)	(9,559)
Benefits paid	(83)	(169)
Liabilities assumed / (extinguished) on settlements	1,551	-
<b>At 31 August</b>	<b>11,001</b>	<b>9,226</b>

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**27. Pension commitments (continued)**

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

	<b>2023</b>	2022
	<b>£000</b>	£000
<b>At 1 September</b>	<b>6,632</b>	5,725
Interest income	<b>314</b>	100
Actuarial (losses)/gains	<b>(92)</b>	96
Employer contributions	<b>926</b>	680
Employee contributions	<b>293</b>	206
Benefits paid	<b>(83)</b>	(169)
Administration expense	<b>(6)</b>	(6)
Settlement prices received / (paid)	<b>946</b>	-
<b>At 31 August</b>	<b>8,930</b>	6,632

**28. Operating lease commitments**

At 31 August 2023 the Academy had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>2023</b>	2022
	<b>£000</b>	£000
Not later than 1 year	<b>129</b>	146
Later than 1 year and not later than 5 years	<b>131</b>	300
	<b>260</b>	446

**29. Members' liability**

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

**THE SLOUGH AND EAST BERKSHIRE C OF E MULTI ACADEMY TRUST**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**30. Related party transactions**

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

Gordon Joyner, a member of the trust, has declared an interest as an employee of the Oxford Diocesan Board of Education (ODBE). A service level agreement with ODBE to a value of £6,514 was entered in to for the provision of religious services in the period.

Andrew Saunders, a director of the trust, has declared an interest as an employee of Eton College with whom the trust contracted for the provision of parking space and swimming lessons to the value of £7,400 in the period.

Rachael Burt, a local governor at Lynch Hill Enterprise Academy, has declared an interest in Learning to Work from whom the trust purchased services to the value of £21,811 during the period.

James Jenkin, a local governor at Lynch Hill School Primary Academy, declared an interest in Supply Hive Ltd, from whom the trust contracted supply teaching services to the value of £810 in the period.

No other related party transactions took place in the period of account, other than certain trustees' remuneration and expenses already disclosed in note 11.

**31. Post balance sheet events**

The trust has incorporated Grove Academy into the trust from 1 September 2023.

The supreme court ruling on Harpur vs Brazel (2022) has upheld the ruling impacting holiday pay for part time workers. Employers will now be required to revisit their historical holiday calculations to retrospectively apply this ruling. Whilst this will create a liability for the trust, the government are yet to produce guidance as to the specifics of the calculation required, and hence no accurate provision can currently be made.

**32. Agency arrangements**

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2023 the trust received £17,564 (2022 £23,477) and disbursed £14,615 (2022: £24,706) from the fund. An amount of £10,300 (2022: £7,351) was due back to the ESFA at the year end and is included in creditors.



# ***The Slough and East Berkshire C of E Multi Academy Trust***

*C/O Lynch Hill Enterprise Academy, Stoke Road, Slough, Berkshire, England, SL2 5AY*

05/12/2023

Date: .....

Your ref: **SLO001**

BKL Audit LLP  
35 Ballards Lane  
London  
N3 1XW

Dear Sirs

## **The Slough and East Berkshire C of E Multi Academy Trust**

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as we consider necessary in connection with your audit of the academy trust's financial statements and, as relevant, your assurance engagement on regularity for the year ended 31 August 2023. These enquiries have included inspection of supporting documentation where appropriate. All representations are made to the best of our knowledge and belief.

### **General**

1. We have fulfilled our responsibilities as Trustees as set out in the terms of your engagement letter, under the Companies Act 2006 for preparing financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), for being satisfied that they give a true and fair view and for making accurate representations to you.
2. All the transactions undertaken by the academy trust have been properly reflected and recorded in the accounting records.
3. All the accounting records have been made available to you for the purpose of your audit and regularity assurance engagement. We have provided you with unrestricted access to all appropriate persons within the academy trust, and with all other records and related information requested, including minutes of all management and trustee meetings and correspondence with the Education and Skills Funding Agency, Department for Education and the Charity Commission.
4. The financial statements are free of material misstatements, including omissions.

5. We approve all adjustments as set out in Appendix A, and all decisions on issues requiring the exercise of judgement. We believe that those uncorrected misstatements identified during the audit are immaterial both individually and in aggregate to the financial statements as a whole. A list of these items will also be included in Appendix A, if applicable, together with our reasons for not correcting them.

#### **Internal Control and Fraud**

6. We acknowledge our responsibility for the design, implementation and maintenance of internal control systems to prevent and detect fraud and error and which conform to the requirements both of propriety and good financial management. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud.
7. We have disclosed to you all instances of known or suspected fraud affecting the entity involving management, employees who have a significant role in internal control or others that could have a material effect on the financial statements.
8. We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysts, regulators or others.

#### **Assets and Liabilities**

9. The academy trust has satisfactory title to all assets and there are no liens or encumbrances on the academy trust's assets, except for those that are disclosed in the notes to the financial statements.
10. All actual liabilities, contingent liabilities and guarantees given to third parties have been recorded or disclosed as appropriate.
11. We have no plans or intentions that may materially alter the carrying value and where relevant the fair value measurements or classification of assets and liabilities reflected in the financial statements.
12. We consider that the actuarial assumptions made in connection with the valuation of the deficit on the local government defined benefit pension scheme, are appropriate and representative of the scheme members.

#### **Accounting Estimates**

13. Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable.
14. All accounting policies adopted are appropriate for the academy trust and are adequately disclosed.

#### **Loans and arrangements**

15. The academy trust has not granted any advances or credits to, or made guarantees on behalf of directors other than those disclosed in the financial statements.

#### **Legal claims**

16. We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for, and disclosed in, the financial statements.

**Laws and regulations**

17. We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.
18. All relevant correspondence with the academy trusts regulators, including serious incident reports, has been made available to you.

**Related parties**

19. Related party relationships and transactions, comply with the academy trust's financial regulations, relevant requirements of the Academy Trust Handbook and have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with the requirements and guidance set out in the Companies Act 2006, the Charities SORP and the Academies Accounts Direction issued by the Education and Skills Funding Agency.

**Subsequent events**

20. All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

**Going concern**

21. We believe that the academy trust's financial statements should be prepared on a going concern basis on the grounds that current and future sources of funding or support will be more than adequate for the academy trusts needs. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the academy trust's ability to continue as a going concern need to be made in the financial statements.

**Grants and donations**

22. Grants made by the Department of Education and Education and Skills Funding Agency have been applied for the purposes intended and the Accounting Officer has ensured regular and proper use and value for money of monies received from government.
23. All other grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.
24. The academy trust has not been in receipt of any income relating to the year ended 31 August 2023 other than that recorded within the books.

We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that so far as we are aware, there is no relevant audit information needed by you in connection with preparing your audit report of which you are unaware.

We confirm that so far as we are aware, there is no relevant other information needed by you in connection with preparing your reporting accountant's assurance report on regularity of which you are unaware.

Each Trustee has taken all the steps that he/she ought to have taken as a Trustee in order to make themselves aware of any relevant audit other information and to establish that you are aware of that information.

Yours faithfully

*C Tomes*

.....

**The Slough and East Berkshire C of E Multi Academy Trust**

Signed on behalf of the Board of Trustees

# ***The Slough and East Berkshire C of E Multi Academy Trust***

*C/O Lynch Hill Enterprise Academy, Stoke Road, Slough, Berkshire, England, SL2 5AY*

06/12/2023

Date: .....

Your ref: **SLO001**

BKL Audit LLP  
35 Ballards Lane  
London  
N3 1XW

Dear Sirs

## **The Slough and East Berkshire C of E Multi Academy Trust**

The following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience such as I consider necessary in connection with your assurance report on regularity to The Slough and East Berkshire C of E Multi Academy Trust and the Education and Skills Funding Agency (ESFA) for the year ended 31 August 2023. These enquiries have included inspection of supporting documentation where appropriate and are sufficient to satisfy me that I can make each of the following representations. All representations are made to the best of my knowledge and belief.

### **General**

1. I have fulfilled my responsibilities as accounting officer under the requirements of the funding agreement between The Slough and East Berkshire C of E Multi Academy Trust and the Secretary of State for Education the Academy Trust Handbook 2022.
2. I acknowledge my personal responsibility to Parliament for the regularity and propriety of the public finances for which I am answerable; for the keeping of proper accounts; for effective internal controls; for prudent and economical administration; for the avoidance of waste and extravagance; for achieving value for money; and for the efficient and effective use of all the resources in my charge.
3. I acknowledge my responsibility to notify the Trustee Board and the ESFA of any instances of material irregularity or impropriety, or non-compliance with the terms of the academy trust's funding agreement and have had due regard to the requirements of the Academy Trust Handbook 2022 in performing this duty.
4. Any instances of material irregularity, impropriety, or non-compliance discovered to date have been notified to the governing body and the ESFA.

5. Significant matters of which you should be aware have been brought to your attention including any instances of irregularity, impropriety or non-compliance with laws and regulations specific to the academy trust's authorising framework.
6. Full and free access has been granted to all records, correspondence, information and explanations that you have considered necessary to enable you to perform your work.

Yours faithfully

*chris spencer*

.....  
**Accounting Officer**  
**The Slough and East Berkshire C of E Multi Academy Trust**


# 1592 SEBMAT - Final Accounts preparation

Final Audit Report


2023-12-06


Created:	2023-12-05
By:	AcademyAudit@bkl.co.uk AcademyAudit@bkl.co.uk (AcademyAudit@bkl.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAbwEkXEhsEK_tPK46Be86RCmkWlgCSWTP


## "1592 SEBMAT - Final Accounts preparation" History


 Document created by AcademyAudit@bkl.co.uk AcademyAudit@bkl.co.uk (AcademyAudit@bkl.co.uk)  
2023-12-05 - 12:55:16 GMT

 Document emailed to ctomes@churchmead.org for signature  
2023-12-05 - 13:06:30 GMT


 Email viewed by ctomes@churchmead.org  
2023-12-05 - 14:12:14 GMT


 Signer ctomes@churchmead.org entered name at signing as C Tomes  
2023-12-05 - 14:15:53 GMT


 Document e-signed by C Tomes (ctomes@churchmead.org)  
Signature Date: 2023-12-05 - 14:15:55 GMT - Time Source: server


 Document emailed to chris.spencer@sebmatt.com for signature  
2023-12-05 - 14:15:56 GMT

 Email viewed by chris.spencer@sebmatt.com  
2023-12-05 - 15:48:33 GMT

 Signer chris.spencer@sebmatt.com entered name at signing as chris spencer  
2023-12-06 - 13:20:21 GMT

 Document e-signed by chris spencer (chris.spencer@sebmatt.com)  
Signature Date: 2023-12-06 - 13:20:23 GMT - Time Source: server

 Document emailed to Carly Pinkus (carly.pinkus@bkl.co.uk) for signature  
2023-12-06 - 13:20:25 GMT


 Email viewed by Carly Pinkus (carly.pinkus@bkl.co.uk)  
2023-12-06 - 13:31:49 GMT

 Document e-signed by Carly Pinkus (carly.pinkus@bkl.co.uk)

Signature Date: 2023-12-06 - 17:57:33 GMT - Time Source: server

 Document emailed to carly.pinkus@bkl.co.uk for signature

2023-12-06 - 17:57:35 GMT

 Email viewed by carly.pinkus@bkl.co.uk

2023-12-06 - 18:04:04 GMT

 Signer carly.pinkus@bkl.co.uk entered name at signing as BKL Audit LLP

2023-12-06 - 18:04:22 GMT

 Document e-signed by BKL Audit LLP (carly.pinkus@bkl.co.uk)

Signature Date: 2023-12-06 - 18:04:24 GMT - Time Source: server

 Agreement completed.

2023-12-06 - 18:04:24 GMT