
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 2025

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

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2025

Members:	Tom Arbuthnott, Representative of Eton College Alan Armstrong, Nominee of Bishop of Buckingham Ezra Carlson, Chair of Members Darron Cox, Vice Chair of Members Roy Evans, Nominee of Oxford Diocesan Board of Education (DBE) Gordon Joyner, Deputy Director (Development and Support), Oxford DBE
Trustees/Directors:	Christine Bamigbola, Vice Chair of Trustees Jasveet Brar, (Appointed Director on 2 nd December 2024) Seema Goyal Vishal Mehta, Chair of Finance and Resources Committee, (Elected as Chair on 23 rd September 2024; Resigned from Chair of Finance and Resources Committee on 31 st August 2025; Elected on 18 th June 2025 as Chair of Trustees from 1 st September 2025) Michael Miller Johanna Morgan, (Appointed Director on 2 nd December 2024) Elaine O'Brien, (Appointed Director on 11 th July 2023) Jon Reekie, Chair of Finance and Resources Committee (Resigned as Director and Chair of Finance and Resources Committee on 31 st August 2024) Andrew Saunders, Representative of Eton College (Resigned from his Eton College Representative role from 31 st August 2025) Revantha Sinnetamby, Vice Chair of Finance and Resources Committee Chris Tomes, Chair of Trustees, (Retired from being Chair of Trustees on 31 st August 2025)
Senior Management Team:	Christopher Spencer, Chief Executive Officer (CEO) Robin Crofts, Director of Governance Kamla Jassal, Finance Director; Chief Financial Officer (CFO) Katherine Russell, Director of Primary Kirstin Sutherland, Human Resources (HR Officer) (Interim from 3 rd June 2024; Substantive Officer from 1 st July 2025) Chris Fisher, Business and Procurement Manager Tom Brunson, Headteacher, Colnbrook Church of England Primary School Lindsey Tomlinson, Headteacher, Lynch Hill School Primary Academy Emma Stanford-Smith, Headteacher, Eton Porny Church of England First School Jamie Miles, Headteacher, Woodlands Park Primary School until April 2025; Emily Dawkins, Interim Headteacher from April 2025 to August 2025 Peter Collins, Headteacher, Slough and Eton Church of England Business and Enterprise College, and Director of Secondary Chris Thomas, Headteacher, Lynch Hill Enterprise Academy Natalie Wismayer, Headteacher, Grove Academy
Company Name:	The Slough and East Berkshire Church of England Multi-Academy Trust (SEBMAT)
Company Secretary:	Clare McAleer, Governance Professional (GP)
Registered Office:	Lynch Hill Enterprise Academy Stoke Road Slough Berkshire England SL2 5AY

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REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)

Company Registration Number:	07723151
Independent Auditors:	BKL Audit LLP Chartered Accountants Statutory Auditor 35 Ballards Lane, London, N3 1XW
Bankers:	Lloyds Bank plc 1 City Road East Manchester M15 4PU
Solicitors:	Browne Jacobson 15 th Floor 6 Bevis Marks London, EC3A 7BA

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TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2025

The trustees/directors present their Annual Report together with the financial statements and auditors' report of the charitable company for 1st September 2024 to 31st August 2025. The Annual Report serves the purposes of both a trustees' report, and a directors' report under company law.

The Trust operates 7 academies, comprising 2 secondaries (one up to 16 years and the other up to 18 years), 1 all-through primary and secondary school, 3 primary schools from 4 to 11 years and a first school from 4 to 9 years, all serving a catchment area in the Slough, Maidenhead and East Berkshire area. The Trust has a pupil capacity of 4436 (excluding nursery pupils) and had a roll of 4564 (including nursery pupils) in the school census in October 2024.

Structure, Governance and Management

Constitution

The Multi-Academy Trust is a company limited by guarantee and an exempt charity. The charitable company's Memorandum and Articles of Association are the primary governing documents of the Slough and East Berkshire Church of England Multi-Academy Trust. The trustees of Slough and East Berkshire Multi-Academy Trust 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 who are partially made up of representation from the Oxford Diocesan Board of Education (DBE), 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, alongside the Department for Education (DfE) which is the principal regulator of academies.

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 school/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. The LGBs and F&R are the "advisory bodies/committees" for the Trust as required by the Master Funding Agreement entered between the Company and the Secretary of State governing the affairs of the Company. There is also an Audit and Risk Committee which reviews and oversees the Trust's internal and external financial statements and reports to ensure 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 section 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 or other officer of the academy shall be indemnified out of the assets of the academy against any liability incurred by them in that capacity in defending any proceedings, whether civil or criminal, in which judgement 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 academy.

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TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Method of Recruitment and Appointment or Election of Trustees/Directors

The management of the multi-academy trust is the responsibility of the trustees/directors who are elected and co-opted under the terms of the Articles of Association and funding agreement as follows:

The term of office for any trustee/director is 4 years. Subject to remaining eligible to be a particular type of trustee/director, any trustee/director may be re-appointed 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 Trust and the chance to meet with staff and students. All trustees/directors are provided with copies of policies, procedures, minutes, budgets, plans and other documents that they will need to understand their role as trustees and directors of the academy Trust. Additionally, all the school governors are similarly trained and inducted so they are well placed in being accountable to the Trust Board.

Organisational Structure

The Multi-Academy Trust has established a management structure to enable its efficient running. The structure consists of two levels: the trustees/directors, as a strategic body, and the executives who are the operational senior leadership team.

The Members Board and Trust Board have considered their roles thoughtfully and decided that the role of the trustees/directors is to approve the strategic direction and objectives of the multi-academy 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 Chief Executive Officer (CEO) is directly responsible for the day-to-day running of the multi-academy trust and is assisted by an executive team.

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

The Chief Executive Officer (CEO) assumes the Accounting Officer role.

Arrangements for setting Pay and Remuneration of Key Management Personnel

The Trust Board has delegated the arrangement for setting the pay and remuneration for executive directors and senior management to the remuneration and nominations committee known in the Trust as the Pay Panel whose members comprise three trustees, including the Chair of the Trust. This committee reviews the performance of the executive directors and ensures that succession planning is in line with the plans of the Trust.

This Pay Panel also sets the band of annual pay increases for all staff as guidelines across the Trust. The Trust's Scheme of Delegation sets out the responsibility for pay increases for all staff.

Trade Union Facility Time

The Trade Union (Facility time Publication Requirements) Regulations 2017 require the Trust to publish information on facility time arrangements for trade union officials at the Trust. The Trust confirms that there were 4 employees acting as trade union officials (FTE 3.8) and the time spent on paid facility time was 77 hours in total by 3 representatives. The total cost of the facility time was £1,501 representing 0.01% of total pay. This relates to the reporting period 1st April 2024 to 31 March 2025.

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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 £4,750 was entered into for the provision of religious services from May 2025- April 2026 , with cost of other services being £17,269k in the period.

Andrew Saunders is a Trustee/Director of the Trust. He 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 £16,011 in the period.

Rachel 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 £33,204 during the period.

Jacqui Smith, a local governor at Slough and Eton Church of England Business and Enterprise College, has declared an interest in SJB Education from whom the Trust purchased services to the value of £4,710 during the period.

Rob Deeks, a local governor at Slough and Eton Church of England Business and Enterprise College, has declared an interest in Aik Saath from whom the Trust purchased services to the value of £675 during the period.

Engagement with Suppliers, Customers and Others 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 relationship 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 separate SEBMAT academies is for the SEBMAT Trust to provide a broad and balanced education for pupils/students of all abilities across the Slough and East Berkshire area. The Trust Board has referred to the guidance issued by the Charity Commission in respect of public benefit when reviewing the aims and objectives of the Multi-Academy Trust.

In accordance with the Articles of Association, the Multi-Academy Trust has adopted a "Scheme of Governance" approved by the Secretary of State for Education.

The Scheme of Governance specifies, amongst other things, that the Trust will be at the heart of the local communities, promoting community cohesion and sharing facilities. Alongside this, the basis for admitting pupils/students to the Trust is that the curriculum should be broad and balanced, with an emphasis on the needs of individual pupils, including pupils/students with SEND and disadvantaged circumstances.

Objectives, Strategies and Activities

Strategic Plan 2022 – 2027

SEBMAT Vision:

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

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TRUSTEES REPORT (CONTINUED)
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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 facilitated and celebrated;
- We recognise the benefits of work in collaborations with 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;
- We recognise that our staff are our most precious resource.

SEBMAT Key Strategic Priorities:

1. Exceptional Central Services – development of a core team, 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 as successful as they can be, will drive trust-wide decision making and spending decisions;
3. Resources Management – we intend to maximise the gains made to improve the way in which we use technology both in the classroom and with staff in all roles;
4. Collaboration – we continually develop a menu of services and expertise which we can offer and share with local partnerships as part of our civic responsibility and as a window for potential new partners;
5. Growth – our ambition is to become a medium-sized multi-academy trust (MAT) of between 8-10 schools or 6,000 pupils which operates for the mutual benefits of all children in Trust schools and delivers strategic advantage;
6. Staffing – The Trust will become an employer by choice, by offering a positive working environment including clear opportunities for professional development and career progression.

Public Benefit

In setting objectives and planning activities, the Trust Board has carefully considered the Charity Commission's general guidance on public benefits.

As a multi-academy trust, it makes the best use of its skills, expertise and experience with regards to the community by providing nursery, primary and secondary education of excellent quality, which maximises each pupil's potential and lifelong interests to the benefit of the wider community.

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TRUSTEES REPORT (CONTINUED)
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Public Benefit (Continued)

Some examples of this are

- Raising funding across the Trust's academies to support local, national and international charities.
- Pursuing schemes which benefit the communities served by the academies.
- Promoting leadership and management activities across the academies.
- Engaging in a wide range of regional activities which benefit the pupils/students within the academies and surrounding educational establishments. These have been in the areas of sports, science and humanities.

Strategic Report - Achievements and Performance

Key Performance Indicators

In response to Companies Act 2006 the Trust's Strategic Report is including an analysis against key financial performance indicators, and where appropriate, an analysis using other key performance indicators, including information related to environmental and employee matters. Where relevant, this includes Ofsted inspection outcomes, examination/Key Stage results, pupil attendance data and pupil recruitment data. In addition to financial and investment performance, it includes achievement against objectives for the current accounting period, and as trends over time.

SEBMAT Annual Report (Date 2024-25)

Name of Academy: Colnbrook Church of England Primary School

Achievements and Performance

Colnbrook Church of England Primary School has enjoyed a successful year. Results at both the end of Key Stage 2 and 'good level of development' (GLD) in Early Years were significantly above national averages. This is a result of the consistently strong provision and practice that is now well embedded across the school.

The school received three external visits last year, focusing on curriculum, safeguarding and SEND. All three reviews were extremely positive and highlighted many areas of strength. Actions for further development had already been identified by leaders, providing external assurance of the school's strong self-evaluation processes.

Pupil numbers have continued to rise throughout the year, reaching 240 at the end of the summer term. This is indicative of the school's popularity among parents and the wider community. The number of behaviour reports continue a pattern of year-on-year decline, and only one suspension was issued. Attendance figures demonstrate an improvement on previous year's data and remain in line with national averages, and above average when compared to similar schools.

Turnover of staff remains very low, with no staff members leaving in July 2025, but with two teachers starting maternity leave. Recruitment remains challenging for maternity cover roles, but with the support from local supply agencies, the school is fully staffed.

Leadership and governance remain a strength of the school. The Headteacher has completed work for other schools within and outside the local authority, adding leadership capacity and providing advice. In addition, he provided ongoing leadership support to another school within the Trust. This in turn enabled an assistant headteacher to undertake the role of acting headteacher. The local governing body remains strong, drawing experience from both education and business to aid the school's strategic direction.

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The school's Christian distinctiveness continues to be a strength. Collective worship is held daily and is regularly led by members of the local church. School services take place five times a year at St Thomas' Church. The recently appointed vicar is a member of the school's local governing body and has provided support to pupils and staff over the past year. The Vision and Values Committee meet regularly to monitor the impact of the Christian distinctiveness of the school.

Priorities for the year ahead, from the 2024-2026 school development plan:

- To ensure the curriculum intent and implementation are embedded securely and consistently.
- To ensure that teachers check understanding systematically in all subject areas, utilising assessment effectively to identify gaps and embed knowledge quickly.
- To ensure pupils consistently achieve highly, particularly the most disadvantaged and those with SEND.
- To ensure that staff receive focused and highly effective professional development that leads to improvements in the curriculum and pupil outcomes.
- To establish succession plans in leadership and governance roles that secure sustained school improvement.
- To go beyond the expected, so pupils have access to a wide, rich set of experiences and opportunities.
- To provide opportunities for pupils to make a highly positive contribution to the school and actively support the wellbeing of other pupils.
- 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

Colnbrook Church of England Primary School	Results 2024/25	Targets 2025/26
EYFS Good level of development	83%	80%
Y1 Phonics Screening	63%	83%
Y6 Reading - at and above	90%	90%
Y6 Writing - at and above	80%	83%
Y6 Grammar, Punctuation and Spelling - at and above	90%	90%
Y6 Maths - at and above	83%	90%
Y6 Combined - at and above	73%	83%

School attendance

School year	Results 2024/25	Targets 2025/26
Attendance: pupils	94.9%	96%
Attendance: staff	89.4%	96%

School absence

School year	Results 2024/25	Targets 2025/26
Authorised absence	4%	4%
Unauthorised absence	1.1%	1%
Persistent absence	15%	10%

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TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Exclusions

Exclusions over the school year	2024/25
Number of suspensions	1
Number of days of suspensions	2.5
Number of permanent exclusions	0

Name of Academy: Eton Porny Church of England First School

Achievements and Performance

- Eton Porny had positive external reviews in all areas.
- The school achieved the 'attachment aware gold award' for commitment to attachment needs in school – continuing with implementing zones of regulation, creating sensory spaces around school and sharing this information more widely with the school community.
- The school also achieved the 'Gold Sports Mark award'.
- High attendance rates across the school and any barriers sensitively addressed with support of home school link worker.
- Continued good relationships with parents including signposting to support where needed and offering triple parenting programme.
- Consistent interest in the school for new intakes in the Reception Year with full classes in EYFS, Yr1 and Yr2.
- Low staff turnover and positive feedback from staff about workload, mental health and wellbeing.

Next steps

Our school improvement plan continues with the objectives below. We also have 4 new members of staff this year including an Early Career Teacher (ECT), therefore we will focus on new staff induction.

- Priority 1: English Curriculum. Ensure that procedures are in place for reading and phonics to realise high ambitions
- Priority 2 – Foundation Curriculum. All foundation subjects taught to the same high-standard with **particular focus on computing and music**
- Priority 3 – Mental health and wellbeing. Ensure the school's Christian culture, vision, values and ethos explicitly reflect the school's ambition for all pupils to flourish, promoting mental health and well-being as a 'normal part of daily life in the same way as physical health'. Safe environment for all which supports growth mind set and resilience
- Priority 4 - Community and Parental Engagement. Creating a supportive environment for learning and personal growth

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

Key Stage 1

	Result 2024/25	Target 2025/26
Attendance: pupils	96%	96%
Attendance: staff	97.18%	96%
Attendance: support	95.08	96%

School absence

School year	Results 2024/25	Targets 2025/26
Authorised absence	3%	4%
Unauthorised absence	1%	1%
Persistent absence	4.3%	5%

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TRUSTEES REPORT (CONTINUED)
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Exclusions

Exclusions over the school year	2024/2025
Number of fixed term exclusions	2
Number of days of fixed term exclusions	2
Number of permanent exclusions	0

Name of Academy: Lynch Hill School Primary Academy

Achievements and Performance:

- Three successful external reviews during the academic year 2024-25: SEND Review in November 2024; School Improvement Review in February 2025; and Safeguarding Review in June 2025, detailing our strong commitment to our pupils.
- Curriculum development has remained a priority and staff have worked hard to embed really positive changes to Art, DT, Music and Computing.
- Commitment to PE, sport and physical activity continues to be exemplary with extensive opportunities for pupils to participate in events and competitions. Platinum School Games Quality Mark secured once again.
- Outstanding provision for the teaching of phonics and early reading, and excellent end of Key Stage 2 results for 2025.
- Awarded the Eco Schools Green Flag with Distinction.
- Three staff have successfully completed Forest School Leader training.
- School remains in a positive financial position.
- Despite falling pupil numbers in the west of Slough, Lynch Hill has remained full in KS2 with numbers at 128 rather than 120 in Years 3, 5 and 6.
- Site continues to improve with further project work completed during summer 2025: new flooring, refurbishment of staff toilets, replacement windows, new entrance to office/reception area.

Next steps:

To develop children's ability to be confident communicators with well-developed oracy and writing skills, establishing our new Oracy framework and the key elements of the national writing framework.

Further refinements to our curriculum – embedding a quality curriculum offer enabling children to develop and master the key skills and knowledge to support them at each stage of their primary education.

Establish our Forest School provision, promoting this offer to increase pupil numbers in EYFS and KS1 and establish Lynch Hill as the school of choice in the west of Slough. Census data shows falling pupil numbers (October 2023: 917 pupils, October 2024: 895 pupils, October 2025 predicted 847 pupils).

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

Lynch Hill School Primary Academy	National 2025	Results 2024/25	Targets 2025/26
Reception GLD	68%	72%	72%
Phonics Screening	80%	97%	95%
Y6 Reading - at and above	75%	91%	85%
Y6 Writing - at and above	72%	80%	80%
Y6 Grammar, Punctuation and Spelling - at and above	73%	89%	85%
Y6 Maths - at and above	74%	88%	85%
Y6 Combined - at and above	62%	77%	70%

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TRUSTEES REPORT (CONTINUED)
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School attendance

School year	Results 2024/25	Targets 2025/26
Attendance: pupils	95.3%	96.0%
Attendance: staff	96.12%	96.8%

School absence

School year	Results 2024/25	Targets 2025/26
Authorised absence	3.3%	3%
Unauthorised absence	1.4%	1%
Persistent absence	9.3%	8%

Exclusions

Exclusions over the school year	2024/25
Number of fixed term exclusions	4
Number of days of fixed term exclusions	8
Number of permanent exclusions	0

Name of Academy: Woodlands Park Primary School

Achievements and Performance

Good Level of Development - GLD Outcomes have been sustained broadly in line with national expectations.

Key Stage 1 Phonics have improved again from the previous academic year and are now in line with national expectations.

Key Stage 2 Outcomes have not improved; results are significantly below National expectations in all areas and demonstrate a downward 3-year trend. This is an urgent priority to address during this next academic year. Pupils currently in Year 5 who will be the next cohort of pupils in Year 6 have demonstrated stronger outcomes at the end of Year 5 than the previous cohort of pupils. This cohort of pupils will have the same teacher that they had for the second half of Year 5 for consistency and stability to endeavour to enable them to achieve the best possible outcomes in Summer 2026.

School stability remains a concern; staff turnover has been rather high for a small school during this academic year. In addition to this, the Headteacher resigned partway through the school year. The Trust was successful in appointing an experienced Interim Headteacher for the rest of the academic year and ensured that the school remained fully staffed. The Trust has since appointed a well-placed, suitably qualified substantive Headteacher who will take up post in September 2025. The school is fully staffed for 2025/26. Numbers on roll remain low and the school has acted to vertically group Year 1 and 2; and Year 3 and 4 for the next academic year. Increasing numbers on roll remains a priority.

Continuing to have a sharp focus on attendance remains a priority. Whole school processes are continuing to be embedded and barriers unpicked and addressed within the resources available are being utilised to support identified families.

The school has continued to receive a significant amount of support from within the SEBMAT Trust throughout this academic year and through the English hub.

The school has achieved the Bronze Attachment Aware Award during this academic year.

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TRUSTEES REPORT (CONTINUED)
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Priorities for the year ahead

Robust and effective induction for all staff new to the school, in particular for the incoming substantive Headteacher both from within the Trust and within the Royal Borough of Windsor and Maidenhead.

Maintaining and sustaining the improvements made within the Early Years Foundation Stage (EYFS) Good Level of Development (GLD) and Key Stage 1 phonics over the last 2 years.

Raising standards of achievement, particularly within Key Stage 2 across all core areas, with stronger emphasis on Mathematics and Writing.

Ensure quality first teaching approaches through embedding a whole school pedagogical approach based on Tom Sherrington Walkthrus in all classes with all teaching staff.

High quality continuous professional development, ensuring that all staff are well trained and equipped to carry out their roles effectively meeting the needs of all pupils.

Continuing to have a sharp focus on attendance remains a priority. Whole school processes are continuing to be embedded and barriers unpicked and addressed within the resources available are being utilised to support identified families.

There continues to be a need to develop our approach and response to the ever-increasing Social, Emotional and Mental Health (SEMH) needs of our children. We will continue with the Silver part of the Attachment Aware Programme this year and through this we will continue to develop our whole school approach to better support our pupils.

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

EYFS, Key Stage 1 and 2

Woodlands Park Primary School	Results 2024/25	Targets 2025/26
EYFS GLD	67%	70/75%
Phonics Screening	80%	80%
Y6 Reading - at and above	60%	75%
Y6 Writing - at and above	25%	70%
Y6 Grammar, Punctuation and Spelling - at and above	60%	70%
Y6 Maths - at and above	40%	70%
Y6 Combined - at and above	20%	60%

School attendance

School year	Results 2024/25	Targets 2025/26
Attendance: pupils	92.7%	95%
Attendance: staff	96%	96%

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TRUSTEES REPORT (CONTINUED)
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School absence

School year	Results 2024/25	Targets 2025/26
Overall absence	7.3%	5%
Authorised absence	4.5%	3%
Unauthorised absence	2.5%	2%
Persistent absence	21.3%	14%

Exclusions

Exclusions over the school year	2024/2025
Number of fixed term exclusions	21
Number of permanent exclusions	1

Name of Academy: Grove Academy

Achievements and Performance

School Improvement Context

School priorities

1	Grove Pedagogy drives the development of one rich curriculum
2	Precision planning – leaders skilfully adapt the curriculum to successfully meet the needs of students with SEND
3	Reading - the gateway to the curriculum. Reading skills are taught at all phases to develop confident lifelong access to learning
4	Behaviour - standards, systems and routines are further developed and embedded, creating a positive and respectful climate in which to learn and play
5	Attendance - a unified strategy results in attendance improvements
6	The all-through personal development curriculum is further developed to enrich learning and elevate life opportunities of our community
7	Dispersed leadership across the school supports increasing resilience and capacity

School Context

- 63 languages are spoken within the school and 85% of Grove students have EAL needs.
- 20 students have Education, Health and Care Plans (EHCPs) at primary phase and 17 students have EHCPs at secondary phase.
- There is an average whole school level of pupil premium (33%), however, it is more likely to be higher. It is approximately 36% at secondary at present.
- There are exceptional levels of student mobility across the whole school. To date 247 students have started in year.
- The cohort is made up of 47% girls and 53% boys.
- 58 members of the school population identify as Gypsy, Roma, Traveller (GRT) though more students share this background but have not self-identified on paperwork (approximately 100)
- 24% Special Educational Needs (SEN)

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Most recent feedback from external reviews indicate that Grove has made significant progress in school improvement whilst closely managing budget pressures.

The school has made further significant adjustments to the structure to move towards a balanced position. It must be noted that this carries a risk to further school improvement ahead of an expected OFSTED review, which will undoubtedly dictate numbers on roll and consequently funding.

Leaders will continue to hold all possible efficiencies in mind whilst improving educational experiences and outcomes for students.

Grove Academy is actively working towards a balanced budget by 2027–28. The current financial strategy is grounded in prudent forecasting, commitment to ongoing review, and targeted growth in student numbers.

Primary attainment 2024-25

Early Years Foundation Stage – Good Level of Development (GLD)	58%
Year 1 phonics	64% passed the check
Year 2 phonics	86% passed the check
Year 4 Multiplication Tables Check (MTC)	52% achieving 100% Average score 19.6
Year 6 reading – Age Related Expectations (ARE)	54
Year 6 writing ARE	56
Year 6 Grammar, Punctuation and Spelling (GPS)	47.5
Year 6 maths	54
Year 6 Reading; Writing; Maths (RWM) combined	44

Secondary attainment 2024-25

KS4 Outcomes	Results
Basics at Grade 4+ (English and Maths)	51%
Basics at Grade 5+ (English and Maths)	35.7%
Attainment 8	40.77
Progress 8	N/A
Percentage Entered for EBacc	92.9%
EBacc average point score	4.02
Staying in education or training	tbc

School attendance

School Year 2024-25	Results 2024-25
Attendance: Reception	86.5%
Attendance: Primary	91.58%
Attendance: Secondary	89.96%
Attendance: Overall	89.89%
Staff attendance	94.7%

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School absence

School year 2024-25	Results 2024-25
Authorised absence	7.04%
Unauthorised absence	3.07%
Persistent absence	34%

Exclusions

Exclusions over the school year 2024-25	Results 2024/25
Number of fixed term exclusions	74
Number of days of fixed term exclusions	132.5
Number of permanent exclusions	8

Name of Academy: Lynch Hill Enterprise Academy

KS4 Outcomes	Results
Basics at Grade 4+ (English and Maths)	47%
Basics at Grade 5+ (English and Maths)	30%
Attainment 8	37.1
Progress 8	N/A
Percentage Entered for EBacc	7.39 %
EBacc average point score	3.1
Staying in education or training	TBC

Pupil Attendance (Years 7-11*) 91.74

Achievements and Performance

- Most headline measures are up on previous year. Especially:
 - More students have achieved 5+ in English and Maths than last year.
 - 4+ grades have increased 3% versus a national decline of 0.2%.
 - Most grade 9s ever – 25.
- The school was inspected in May 2025 and received a ‘Requires Improvement’ judgement for The Quality of Education and ‘good’ judgements for Behaviour & Attitudes, Personal Development and Leadership & Management. The team worked hard to maintain the Leadership and Management judgement which stayed as ‘good’ in spite of the Quality of Education judgement which remained as ‘Requires Improvement.’ This reflected the inspection team’s confidence that the school leaders are doing the right things to move the school forwards.
- Student recruitment appears to have risen this year for Year 7, although the first few weeks always show significant fluctuations, but we are hopeful of ending that period in a better place than last year, much closer to our PAN of 180.
- Student attendance was higher again this year - consistently above the national average for Years 7-11.
- Staff attendance has continued to improve with a further reduction in absence by almost 10%.
- The recruitment and retention of high-quality staff, in all roles, has improved with fewer staff leaving and more successful recruitment with less reliance on agency and/or overseas staff.
- Behaviour continues to improve with reductions across all ‘metrics’ as the ‘culture curriculum’ becomes embedded and drives positive changes across the school.
- The improvements in literacy have been sustained and the data is now available to show how the new Year 10 have improved since their entry to the school with over a 300% increase in the number of students who are now at their chronological reading age which gives them a much higher chance of success at GCSE level.

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Priorities for the year ahead

- Ensuring consistently good teaching – improvements have been seen in consistency and now staff need to work on their ability to adapt their teaching strategies during lessons in addition to developing students' abilities to work independently.
- Subject leaders need to take greater responsibility and demonstrate more effective leadership of their teams.
- The school has been identified for the DfE RISE (Regional Improvement for Standards and Excellence) programme. This is a two year programme which includes additional funding and input from a brokered 'supporting organisation'. We will be working closely with The Chiltern Learning Trust to achieve the first two priorities on this list.
- Reading levels – continuing the progress made last year and increase the role of the English department.
- The continued evolution of the 'culture curriculum' with a focus on developing the 'Lynch Hill learner'.

Name of the Academy:

Slough and Eton Church of England Business and Enterprise College

		Provisional Results
KS4 Outcomes	Basics at Grade 4+ (English and Maths)	58%
	Basics at Grade 5+ (English and Maths)	39%
	Attainment 8	42.78
	Progress 8	N/A*
	Percentage Entered for EBacc	22%
KS5 Outcomes	EBacc average point score	3.63
	Staying in education or training	1.6%
	Overall (A-Level and Vocational Combined: A*-C pass rate)	62%
	A-Level A*- C pass rate	57%
	Applied General A*- C equivalent pass rate	30%
	Value Added	+0.04

*There is no national progress data this year as these students did not sit their KS2 SATs at the end of Year 6 (in 2020) because of the Covid pandemic.

Attendance (Years-11*)93.6%

Attendance (Years 12-13*)92%

Achievements and Performance

- GCSE results in line with 2024 and 2019. There was a pleasing increase in the highest grades (double the number of Grade 9s compared with 2024). Some focus areas improved (Maths, Geography and Science, although more is needed).
- A-Level results improved on 2023-24 with many subject areas performing very well (Geography, Biology, Psychology) and value added looks to be positive (or close to) for the first time.
- Student attendance continued to be consistently above the national average for Years 7-11 and Sixth Form.
- Improved staff attendance has been sustained. Turnover at the end of the academic year was low.
- The recruitment and retention of high quality staff, in all roles, remains a challenge but the school was more successful with teacher recruitment compared to the previous year.
- Student recruitment remains a success. There is a waiting list in all of Years 7 to 11 and the Sixth Form is full. The vast majority of students in the school chose Slough and Eton as their first preference.
- A successful Ofsted Inspection in March 2025 rated the school 'Good' in all areas. This was in line with the school's self-evaluation and recognised the many strengths of the school.

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Priorities for the year ahead

- Academic Challenge – a focus in all lessons and for all years to continue the increase in higher outcomes seen in the 2024-25 results.
- Gaps for Vulnerable Students (PP/SEND) – a focus in all years and with all data sets.
- The Sixth Form – to continue the trajectory of improvement seen in the 2024-25 outcomes.

Going Concern (SEBMAT)

After making appropriate enquiries, the Trust Board 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.

Promoting the Success of the Company (SEBMAT)

As trustees/directors of a charitable company, they strongly consider the interests of the organisation and its stakeholders in their decision making. These stakeholders include the pupils/students and their parents, its employees, local communities, neighbouring schools and government. The trustees/directors are highly cognisant of their role and the roles and responsibilities of the schools in their communities as agents of transformation.

They are also aware of their corporate social responsibilities, not just with business practice but also with their responsibilities to improve society and the environment, recognising that this can have significant benefits for the company and its staff, increasing employee engagement and attracting new employees. All of this can boost productivity and workplace morale.

Trustees/directors receive feedback through many channels, including in particular:

- from local governing bodies who act as a local link to schools, parents and communities;
- from expert professional advisors, and
- from the senior management team as those with delegated responsibility for the day to day running of the Trust.

Where appropriate to do so, stakeholders including community groups and unions, and professional bodies are consulted on specific policy decisions prior to their approval. The Trust Board is robust in its commitment to its own code of conduct and that of its staff. It is aware of the potential conflicts of interest and puts in place mechanisms to counter these where they apply. The trustees/directors place a high premium on ethical practice and making decisions that are right for the communities and children they serve.

Strategic Report - Financial Review

Finance Review

Most of the Academy's income is obtained from the Department of Education (DfE) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE (previously ESFA) during the period ended 31 August 2025 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

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.

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Reserves Policy (Continued)

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 (ie is 'free')

The level of reserves held considers 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 will keep this level of reserves under review at each Trust 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.

The Trust funds are comprised of as follows:

Fixed Assets	£107,480k
Unrestricted funds (free reserves)	£780k
Restricted funds	£3,329k
Pension deficit	£Nil
Total Reserves	£111,589k

The Trust Board has determined that the appropriate level of free reserves should be a sum equivalent to one month's payroll, approximately £2,371k and any remaining capital grant balances including SCA, due to the uncertainties of future Government spending. The reason for this reserve is to provide sufficient working capital and to provide a cushion to deal with unexpected emergencies.

Investment Policy

Investment policies are determined by the Trust Board. This ensures the level of funds the Trust holds can cover any immediate expenditure, without exposing the Trust to additional risk. Should any potential investment opportunity arise this would be escalated to the Trust Board for consideration.

As of 31 August 2025, no investments were held.

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 several 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.

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Principal Risks and Uncertainties (Continued)

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 surplus at 31 August 2025. 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. The guarantee came into force on 18 July 2013 and on 21 July 2023, 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 throughout the academic year, both for specific projects and 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.

Streamlined Energy and Carbon Reporting

UK energy use and associated greenhouse gas emissions

Breakdown of Energy Consumption used to calculate emissions (kWh):

Mandatory Requirements:	2024/2025	2023/2024
Natural Gas	692,738	457,138
Purchased electricity from the national grid	1,572,315	1,688,205
Heating Oil	13,084	0
Wood Pellet Biomass	117,124	122,670
Transport fuel	24,576	16,399
Total Energy (mandatory)	2,302,713	2,284,412
Feed-in Energy to national grid by solar PV	138,562	18,232

Breakdown of Emissions with the reported energy use (tCO₂e):

Mandatory Requirements:	2024/2025	2023/2024
Scope 1 Natural Gas	126.7	83.6
Scope 1 Transport – Company owned vehicles	3.7	1.5
Scope 1 Heating Oil	3.9	0
Scope 1 Wood chip Biomass	1.37	1.44
Scope 1 Total	131.8	85.1
Scope 2 Purchased Electricity	278.3	349.5
Scope 3 Business travel in employee-owned vehicles	1.9	2.5
Total Gross Emissions	412.0	480.0
Intensity Ratio for mandatory emissions Tonnes CO ₂ e per pupil	0.091	0.105

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Intensity Ratio

The primary intensity ratio is total gross emissions in metric tonnes CO₂e (mandatory emissions) per pupil, which is the recommended ratio for the sector for consistency and comparability. Pupil numbers are based on the Autumn 2024 Census.

The calculations have been made by Clean Green Innovation Ltd based on data provided by the trust.

Measures taken to improve energy efficiency

Investment continues across all the trust schools to ensure energy efficiency in all our Building and maintenance projects including.

- New Flooring has been fitted to several Rooms in the trust schools to help insulate rooms better.
- Windows at several schools have been replaced with Double Glazed Windows
- Replacement heating/cooling units installed at several schools to replace inefficient local heating units.
- LED lighting to replace conventional fluorescent lighting across several of the trust's schools.
- Old Crittall windows replaced at Lynch Hill School Primary Academy with Double glazed units (Phase 3 of 3).
- Vents replaced at Slough and Eton School with Windows to stop draughts.
- Wooden External doors replaced over several areas of the Trust schools with Double glazed/insulated aluminium doors which are a better fit and better insulated.
- Flat roof repairs and added insulation to some of the flat roofs at Slough and Eton and Lynch Hill Primary Schools.
- Roller blinds installed to reduce solar gain at several schools.
- Soundproofing and new insulation installed at Woodlands Park Primary School
- Inefficient Radiant Heating panels replace at the main Hall at Slough and Eton School

Larger Sustainability and efficiency projects have included.

- Monitoring equipment installed on to our Gas, Electricity and Water supplies at Slough and Eton School that allows monitoring usage 24 hours a day and subsequent reductions.
- Solar panels installed at Lynch Hill Enterprise Academy.
- Sustainability champions identified at all schools and at Trust level, climate action plans in place at all Schools and actions being taken to reduce carbon usage. Schools registered with Let's Go Zero Climate action and National Education Nature Park.
- Upgrade to more efficient trend BMS System at Slough and Eton School to better manage its Heating Systems

Plans for Future Periods

The Trust is currently robust financially, as well as with its delivery of high quality education, so all pupils and students can achieve their very best results within an environment that promotes their well-being and prepares them for their future adult lives. It is focused on all its schools being strong, effective and responsive to the needs of all their pupils and students, particularly with a focus on those with special educational needs and those who are disadvantaged. Alongside this, the Trust is always aware of the value and importance of serving its communities and addressing its corporate responsibilities.

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Plans for Future Periods (Continued)

Over the last three years the Trust has been consolidating its effectiveness, having taken on two additional schools which have needed considerable strengthening on their paths to being solidly successful. Both schools are strengthening their governance, senior leadership teams and operational delivery at pace with successes and achievements becoming more secure. In due course the Trust, as planned, will seek further expansion to a maximum of around ten to twelve schools, with about 6,000 students, which is viewed to be the most economical arrangement, maximising finances, staffing and improved outcomes for pupils and students.

The Trust is very aware of the financial challenges across education nationally and is aware of the importance of having strong financial security. Currently, the emphasis is focused on maintaining its reserves, working tightly within its revenue funding and maximising its capital money to secure and improve its assets.

The Trust has a five year strategy (2022-27) which is in the third year of its delivery. It has recently reviewed its effectiveness and strengthened its direction of travel with an eye to building up the quality and effectiveness of its staffing. Additionally, it has become focused on the Trust becoming an employer of choice, by providing a positive working environment, including clear opportunities for professional development and career progression.

Funds Held as Custodian Trustee on Behalf of Others

The Academy Trust and/or its trustees/directors act as custodian trustees/directors 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' Annual Report incorporating a strategic report, was approved by order of the Trust Board, as the company directors, on 1st December 2025 and signed on the Trust Board's behalf by:



Vishal Mehta

Chair of Trustees

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GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025

Scope of Responsibility

As trustees/directors, we acknowledge we have overall responsibility for ensuring that Slough and East Berkshire 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 mis-statement or loss.

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

The Trust Board has delegated the day-to-day responsibility to the Chief Executive Officer, 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 Multi-Academy Trust (SEBMAT) and the Secretary of State for Education. They are also responsible for reporting to the Trust Board any material weaknesses or breakdowns in internal control.

SEBMAT Governance Information

The information on governance included here supplements that described in the Trustees'/Directors' Report and in the Statement of Trustees'/Directors' Responsibilities. The Trust Board has formally met 5 times during the year.

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

Trustee/Director – Board meetings	Meetings attended	Out of a possible
Chris Tomes (Chair)	4	5
Christine Bamigbola (Vice Chair)	5	5
Jasveet Brar	2	3
Seema Goyal	3	5
Vishal Mehta	5	5
Michael Miller	5	5
Johanna Morgan	3	3
Elaine O'Brien	5	5
Andrew Saunders	5	5
Revantha Sinnetamby	5	5

The Trust Board now has 10 trustees/directors with the aim of expanding to around 12 over the coming months with the emphasis on drawing in people with the right skills. This group of trustees/directors has a breadth and depth of personal and professional skills, experience, expertise and understanding. The diversity of the Board has steadily increased in recent years related to age, social, ethical and educational backgrounds, faith, race, gender and political beliefs.

Overall, the trustees/directors provide strong delivery of governance through their lengths of tenure which have been strengthened by their participation and contributions over and above what would be expected from their roles. Additionally, they have significant coverage across the Trust by contributing to finance and resources, audit and risk, IT developments, assets, staff pay and school improvement, as well as having link roles covering all the seven schools/academies across the Trust.

The Trust is continually monitoring and evaluating its strengths and areas for development, making sure everyone's skills are put to best use and ensuring effective planning of roles, as well as training and recruitment. Annual reviews of individual and collective competences are gathered which are used for training programmes and developments. A range of trainers are drawn on to meet various needs with trustees/directors participating in face to face training and virtual events. Additionally, they challenge their own effectiveness. They are also continually kept up to date at every Trust Board by the Chief Executive Officer (CEO) who provides written and verbal updates on successes, challenges, current and potential risks and mitigations. This is provided through narrative and data. The trustees/directors are supportive as well as scrutinising and challenging. While there were 5 substantive Trust Board meetings this year (usually 6), these were expanded by virtual meetings, as well as sub-committee meetings for Finance and Resources and Audit and Risk with a very effective oversight on funds, successes and challenges. External scrutiny takes place throughout the year by the auditing of areas needing deeper dives. Additionally, there is a Director of Governance who attends all meetings which are held by Members (3 meetings), Trust Board (5), Finance and Resources (3), Audit and

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Skills (2 this year but routinely 3 each year) and all Local Governing Bodies which are in effect committees of the Trust Board (7 schools/academies having 6 meetings, totalling 42) and meetings of Chairs of Governors with the CEO (3). Across all these areas of governance there is formal scrutiny carried out by the clerks/governance professionals around Declarations of Interest, Code of Conduct, DBS and Keep Children Safe in Education. These are all documented for each Trust and governor meetings.

Attendance at meetings during the year was as follows:

Trustees/Directors - Finance and Resources Committee	Meetings attended	Out of a possible
Vishal Mehta (Chair)	3	3
Revantha Sinnnetamby (Vice Chair)	3	3
Christine Bamigbola	3	3

Trustees/Directors – Audit and Risk Committee	Meetings attended	Out of a possible
Alex Bottom (Chair)	2	2
Mike Miller	2	2
Elaine O'Brien	2	2
Costa Franceskides	0	2

Slough and Eton CofE Business and Enterprise College, Local Governing Body	Meetings attended	Out of a possible
Shazia Baig	1	2
Charlotte Brabants	5	6
Peter Collins (Headteacher Ex-officio)	6	6
Rob Deeks	2	6
Alaa Fawaz	4	6
James Fulton	5	6
Kiran Jhanzaib	3	6
Mohamed Kharbouch	5	6
Scott Lamb	5	6
Jessica Mair	4	6
Jimmy Scragg (Chair)	6	6
Jacqui Smith	5	6
Vanishree Swami	5	6
Disha Thakkar	5	6

Colnbrook CofE Primary School, Local Governing Body	Meetings attended	Out of a possible
Tom Brunson (Headteacher, Ex-officio)	3	4
Emma Brent	1	1
Richard Coughtrie	1	1
Michelle Herring (Co-Chair)	3	4
Tim Hill	1	1
Dawn Kandapah	1	2
Bally Mahil	1	2
Sarah Michaels	3	4
Sunny Mistry	3	4
Andrei Nita	3	4
Moji Oyekan	4	4
Patrick Samuels	4	4
Kushy Uppal	3	3
Robert Weeks (Co-Chair)	3	4

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Eton Porny CofE First School, Local Governing Body	Meetings attended	Out of a possible
Rosanna Armitage	4	4
Kylie Harris	4	4
Grazia Murray Cusati	2	4
Kamna Sarna	4	4
Elaine Skinner	3	4
Anita Spires (Vice Chair)	4	4
Emma Stanford Smith (Headteacher; Ex-officio)	4	4
Peter Taylor	3	4
Maggie Waller (Chair)	3	4
Ed Yeo	3	4

Lynch Hill Enterprise Academy, Local Governing Body	Meetings attended	Out of a possible
Rachael Burt	6	6
Audrey Carty	6	6
Eve Feilen	3	6
Steve Hillier	3	4
Vitalis Memba Omwoyo	1	6
Jane Naqshband (Vice Chair)	5	6
Amy O'Brien	2	2
Melissa Oakley	4	6
Adam Swinton	4	4
Chris Thomas (Headteacher; Ex-officio)	6	6
Patricia Turner	1	2
Manisha Vithani (Chair)	6	6
Shanice Williams	4	6

Lynch Hill School Primary Academy, Local Governing Body	Meetings attended	Out of a possible
Fredrick Chademunhu	1	3
Denise Fletcher (Chair)	4	4
Isobel Ford	2	4
Pushpinder Grewal	1	3
Petre Hector	3	3
James Jenkin	3	4
Graham Kaye Taylor (Vice Chair)	4	4
Aaron Oliva	2	4
Toks Omowunmi Olunloyo	3	3
Lindsey Tomlinson (Headteacher; Ex-officio)	4	4
Daniel Townley	1	4
Heena Varambhia	4	4
Bethany Glover	1	1

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Woodlands Park School, Local Governing Body	Meetings attended	Out of a possible
Euan Affleck	1	2
Emily Dawkins (Headteacher; Ex-officio)	2	2
Stephen Dorling	4	4
Gill Holdway	4	4
David Kilby	4	4
Jamie Miles (Headteacher; Ex-officio)	2	2
Joseph Rendle	2	4
Joanna Sadfari	3	4
Amelie Smith	3	4
Ed Stearns	4	4
Maxine Woods (Chair)	4	4

Grove Academy, Local Governing Body	Meetings attended	Out of a possible
Nick Adams	3	3
Carly Billau	5	5
Charlotte Brabants	5	6
Rhodri Bryant	4	6
Kasivile Govender	5	5
Simon Peacock (Vice Chair)	4	6
Mashhudur Rahman	3	4
Rebecca Richardson	4	6
Jimmy Scragg (Chair)	6	6
Ana Teodorescu	3	3
Lindsey Tomlinson	5	6
Natalie Wismayer (Headteacher; Ex-officio)	6	6

Colnbrook Church of England Primary School

Governance

Recent Achievements - 2024-25

- Supported the school through Safeguarding and SEND external reviews
- Members of the Local Governing Body (LGB) have served on a number of panels both for Colnbrook and across SEBMAT when required
- Continued to ensure clarity of vision, ethos and strategic direction for the school.

Priorities for the Future – 2025-26

- Improve succession planning on the Governing Body
- Continue to support the school to address financial/budgetary pressures
- Prepare as a LGB for a future Statutory Inspection of Anglican and Methodist Schools (SIAMS)
- Improve governor monitoring and knowledge through high quality governor training.

Eton Porny Church of England First School

Governance

Recent Achievements - 2024-25

- Robust governor monitoring with consistent framework, linked to School Improvement Plan
- Effective co-chair arrangement as part of succession planning
- Ongoing focus on well-being across the school.

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

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

Priorities for the Future - 2025-26

- Ensure that we have a strong and diverse Local Governing Body (LGB) with no vacancies
- Vice-Chair role filled
- Distributed responsibilities across the LGB to ensure that Chair is well supported
- Ongoing focus on the well-being and mental health of the pupils and staff
- Further visibility of governors and attendance at school events
- Utilise governor expertise, professional and personal links to add value to the school.

Lynch Hill School Primary Academy (LHSPA)

Governance

Recent Achievements 2024/2025

- Maintained strong support with Headteacher and senior leadership team (SLT), along with Designated Safeguarding Leader (DSL), SENCO etc
- Continued good visibility in school with well supported monitoring meetings
- Seeing teaching practises and policies implemented, speaking to all staff, not just the SLT
- Continued well attended LGB meetings with strong challenge and questioning.

Priorities for the Future - 2025/2026

- To elect new governors to replace 2 posts resigned this year
- To support new Parent Governor and develop their skills and knowledge
- To continue monitoring visits for all areas of the curriculum and to ensure that all changes are implemented
- To support and train existing governors to be able to attend panels that are required throughout the Trust
- To promote the school within the local community.

Woodlands Park Primary School

Governance

Recent Achievements – 2024-25.

- **Secured strong school leadership** through the successful appointment of a new Headteacher, Mrs Jo Sergeant, ensuring stability, consistency, and a clear commitment to driving high standards across staff and governors.
- **Strengthened governance effectiveness** by working closely with the Headteacher to establish a robust monitoring system, with a clear focus on the Quality of Education, ensuring governors are well-prepared for the school's next Ofsted inspection.
- **Enhanced strategic direction** by beginning to embed the *Thinking Governance* framework, supporting the Governing Body to operate more strategically and shape the long-term vision and priorities of the school.

Priorities for the Future – 2025-2026

- **Strengthen Curriculum and Standards**
Ensure the school delivers an ambitious, well-sequenced curriculum that secures raised attainment and progress in English and Maths, embedding high expectations so outcomes meet or exceed national standards.
- **Promote Growth, Attendance, and Engagement**
Support the school's pupil growth priority by promoting the Nursery, strengthening parental engagement, and fostering a culture where excellent attendance is understood, valued, and celebrated by pupils and families.
- **Develop Governance Capacity and Readiness**
Build governing body effectiveness through collaboration with supplementary governors from across SEBMAT, ensuring robust support and challenge, and preparing fully for the school's next Ofsted inspection.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

- **Refine Vision, Values, and School Culture**

Realign the school's vision and values to reflect its current priorities, and support staff in embedding a culture of aspiration, resilience, and progress shared across pupils, parents, and the wider community.

Grove Academy (all through school)

Governance

Recent Achievements - 2024-25

- Support to Senior Management Team (SMT) on well-established school improvement journey (e.g. through link governor visits)
- Involvement in external audits (e.g. of safeguarding) with strong outcomes
- Establishment of (almost) full and diverse governing body (transition from Interim Board complete)
- Link governor roles becoming established and expert
- More governors have competence and confidence in panel hearings.

Priorities for the Future – 2025-26

- Recruit a community governor, ideally with links to/understanding of the Roma community
- Ensure that members of the Board are 'Ofsted ready' in their knowledge of the school's improvement journey
- Offer strategic support to the school in navigating the journey towards financial stability/break even point
- Achieve a period of stability in terms of Board composition and SMT composition to further support school improvement.

Lynch Hill Enterprise Academy (LHEA)

Governance

Recent Achievements – 2024-25

- Established subject-led Link Governors to support the school's strategic intent
- Enhanced the learning walk process to improve observations and feedback
- Monitored and improved student outcomes through data-driven approaches
- Address Ofsted recommendations and prepare for inspections
- Recruit and develop governors to expand and diversify the governing body.

Priorities for the future – 2025-26

1. Strengthen Quality of Teaching and Learning

- Drive consistency in lesson delivery through clear non-negotiables and subject-specific adaptation.
- Support middle leaders to take greater ownership of improving teaching within their departments.
- Monitor impact of CPD, coaching, and provision maps to ensure improvements translate into student outcomes.

2. Support Raising Standards and Student Outcomes

- Track progress rigorously in all year groups, with a sharp focus on YR11 outcomes and effective use of intervention.
- Celebrate academic success and shift the school culture so achievement is seen positively by all students.
- Ensure regular review of Department/Focused Action Plans and their alignment with the School Development Plan.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

3. Prioritise Behaviour, Attendance and Safeguarding Excellence

- Sustain improvements in behaviour and attendance, particularly addressing persistent absence and vulnerable groups.
- Strengthen professional curiosity and safeguarding practice in partnership with parents.
- Monitor impact of youth worker, ELSA support, and external agency involvement on student wellbeing.

4. Strengthen staff development and support wellbeing

- Support leadership in overcoming recruitment challenges by promoting LHEA's unique offer (e.g. CPD library, two-week October break, collaborative culture).
- Champion staff wellbeing, workload balance, and flexible working options where possible.
- Encourage development of strong subject leaders as the drivers of long-term improvement.

5. Strengthen Governance and Community Engagement

- Governors to deepen subject link roles and curriculum visits, raising accountability.
- Enhance parental engagement (particularly around attendance, achievement, and YR7 admissions).
- Support the school in raising its profile locally to attract students and staff, building long-term sustainability

Slough and Eton Church of England Business and Enterprise College

Governance

Recent Achievements - 2024-25

- Successful involvement in OFSTED inspection with a strong 'Good' outcome
- Advanced succession planning for new Chair in 2025-26
- Wider involvement of governors in panel hearings (with corresponding training completed)
- High degree of stability, including in link roles and wide representation across governing board
- Supporting high degree of stability and performance at SLT

Priorities for the future – 2025-26

- Support school and Senior Managers Team (SMT) to address financial challenges ahead if no change in landscape/DfE funding
- Continued focus on staff well-being in light of the above
- Strategic focus on maintaining quality of education in light of the above
- Successful transition to new chair
- Successful transition in some key link governance roles.

Review of Value for Money

As Accounting Officer, the Chief Executive Officer (CEO) has responsibility for ensuring that the 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 Trust Board 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 effectively using relevant funding to ensure the Trust's estate is safe, well-managed and complies with regulations. Considerable emphasis has been placed on maintaining financial reserves at a sound level, making sure that revenue funding has been kept within agreed parameters, and the annual capital funding has been appropriately allocated across the schools' assets.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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GOVERNANCE STATEMENT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

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 the Trust's 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 across the Slough and East Berkshire Multi-Academy Trust (SEBMAT) for the period from 1st September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements on 1st December 2025.

Capacity to Handle Risk

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

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 Trust Board
- regular reviews by the Finance and Resources (F&R) 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.

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 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.

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

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

Conclusion

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

Approved by order of the members of the Trust Board on 1st December 2025 and signed on the Trust's behalf by:



Vishal Mehta
Chair of Trustee



Christopher Spencer
Accounting Officer

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

STATEMENT OF 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 Department for Education (DfE) 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 2024, 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 2024.

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

Chris Spencer

Christopher Spencer
Accounting Officer
Date: 1 December 2025

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 2025

The trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Academies Accounts Direction published by the Department for Education, 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 2024 to 2025;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

The trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from 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 1st December 2025 and signed on its behalf by:



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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**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 mis-stated. If we identify such material inconsistencies or apparent material mis-statements, we are required to determine whether this gives rise to a material mis-statement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material mis-statement 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 mis-statements 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 mis-statement, 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
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**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 mis-statement, 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 mis-statement when it exists. Mis-statements 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 mis-statements 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 mis-statement 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. This description forms part of our Auditors' Report.

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

Date: 10/12/2025

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**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 26 June 2023 and further to the requirements of the Department for Education (DfE) as included in the Academies Accounts Direction 2024 to 2025, 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 2024 to 31 August 2025 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 DfE 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 DfE 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 DfE, 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 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- review of management reporting documents;
- review of Trustees/Governors meeting minutes;
- consideration of whether any personal benefit has been derived from the Academy Trust's transactions by staff or related parties;
- consideration of the Academies Trust Handbook regularity requirements and related documents;
- and review of internal controls.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**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 2024 to 31 August 2025 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

BKL Audit LLP

Reporting Accountant

BKL Audit LLP

Chartered Accountants
Statutory Auditor

35 Ballards Lane
London
N3 1XW

Date: 10/12/2025

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 2025**

		Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
	Note					
Income from:						
Donations and capital grants:	3					
Assets gifted on transfer of Grove Academy to the trust		-	-	-	-	41,050
Other donations and capital grants		10	7	1,263	1,280	1,171
Other trading activities	5	210	1,302	-	1,512	1,444
Investments	6	-	35	-	35	1
Charitable activities	4	-	35,587	-	35,587	33,938
Total income		220	36,931	1,263	38,414	77,604
Expenditure on:						
Raising funds		1	-	-	1	5
Charitable activities	7	26	35,974	2,449	38,449	36,975
Total expenditure		27	35,974	2,449	38,450	36,980
Net income/(expenditure)		193	957	(1,186)	(36)	40,624
Transfers between funds	20	-	(299)	299	-	-
Net movement in funds before other recognised gains/(losses)		193	658	(887)	(36)	40,624
Other recognised gains/(losses):						
Actuarial gains/(losses) on defined benefit pension schemes	28	-	1,650	-	1,650	(68)
Net movement in funds		193	2,308	(887)	1,614	40,556
Reconciliation of funds:						
Total funds brought forward		587	1,021	108,367	109,975	69,419
Net movement in funds		193	2,308	(887)	1,614	40,556
Total funds carried forward		780	3,329	107,480	111,589	109,975

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

The notes on pages 42 to 73 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 2025**

	Note	2025 £000	2024 £000
Fixed assets			
Tangible assets	15	106,931	108,071
Current assets			
Stocks	16	8	7
Debtors	17	1,069	1,290
Cash at bank and in hand		5,991	4,915
		7,068	6,212
Creditors: amounts falling due within one year	18	(2,243)	(2,214)
Net current assets		4,825	3,998
Total assets less current liabilities		111,756	112,069
Creditors: amounts falling due after more than one year	19	(167)	(185)
Net assets excluding pension asset / liability		111,589	111,884
Defined benefit pension scheme asset / liability	28	-	(1,909)
Total net assets		111,589	109,975
Funds of the Academy			
Restricted funds:			
Fixed asset funds	20	107,480	108,367
Restricted income funds	20	3,329	2,930
Restricted funds excluding pension asset	20	110,809	111,297
Pension reserve	20	-	(1,909)
Total restricted funds	20	110,809	109,388
Unrestricted income funds	20	780	587
Total funds		111,589	109,975

The financial statements on pages 39 to 73 were approved by the Trustees, and authorised for issue on 1st December 2025 and are signed on their behalf, by:



Vishal Mehta
Chair of Trustees

Chris Spencer

Christopher Spencer
Accounting Officer

The notes on pages 42 to 73 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 2025

	Note	2025 £000	2024 £000
Cash flows from operating activities			
Net cash provided by operating activities	22	1,120	40,805
Cash flows from investing activities	24	(26)	(41,498)
Cash flows from financing activities	23	(18)	128
Change in cash and cash equivalents in the year		1,076	(565)
Cash and cash equivalents at the beginning of the year		4,915	5,480
Cash and cash equivalents at the end of the year	25, 26	5,991	4,915

The notes on pages 42 to 73 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 2025

1. Accounting policies

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

1.1 Basis of preparation of financial statements

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

1.2 Going concern

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

1.3 Income

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

• **Grants**

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of meeting any performance-related conditions there is 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.

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 2025

1. Accounting policies (continued)

1.4 Expenditure

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

- **Expenditure on raising funds**

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

1.5 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:

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

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	- 10-25 years depending on life of component
Furniture and equipment	- 2 years
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.

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.

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 17. 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 18 and 19. 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.

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

1. Accounting policies (continued)

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.

1.15 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.

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

2. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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 28, 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 March 31, 2022 has been used by the actuary in valuing the pensions liability at August 31, 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

3. Income from donations and capital grants

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000
Donations	10	7	-	17
Capital grants	-	-	1,263	1,263
	<u>10</u>	<u>7</u>	<u>1,263</u>	<u>1,280</u>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

3. Income from donations and capital grants (continued)

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000
Donations	16	7	-	23
Capital grants	-	-	1,148	1,148
Net assets gifted on conversion of Grove Academy	-	107	40,943	41,050
	<u>16</u>	<u>114</u>	<u>42,091</u>	<u>42,221</u>

4. Funding for the Academy's charitable activities

	Restricted funds 2025 £000	Total funds 2025 £000
DfE grants		
General annual grant (GAG)	29,570	29,570
Other DfE grants		
Pupil premium	1,674	1,674
UIFSM	284	284
Mainstream school additional grant (MSAG)	1,027	1,027
Start up and transfer grants	22	22
Others	1,242	1,242
	<u>33,819</u>	<u>33,819</u>
Other Government grants		
Local authority grants	1,768	1,768
	<u>1,768</u>	<u>1,768</u>
	<u>35,587</u>	<u>35,587</u>
	<u>35,587</u>	<u>35,587</u>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

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

	Restricted funds 2024 £000	Total funds 2024 £000
DfE grants		
General annual grant (GAG)	27,851	27,851
Other DfE grants		
Pupil premium	1,597	1,597
UFSM	283	283
Mainstream school additional and supplementary grants	878	878
Start up and transfer grants	225	225
Others	1,211	1,211
	32,045	32,045
Other Government grants		
Local authority grants	1,893	1,893
	1,893	1,893
	33,938	33,938
	33,938	33,938

5. Income from other trading activities

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000
Trips	210	-	210
Catering	-	579	579
Lettings	-	323	323
Other income	-	400	400
	210	1,302	1,512

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

5. Income from other trading activities (continued)

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Trips	184	-	184
Catering	-	596	596
Lettings	-	301	301
Other income	-	363	363
	<u>184</u>	<u>1,260</u>	<u>1,444</u>

6. Investment income

	Restricted funds 2025 £000	Total funds 2025 £000
Bank interest	<u>35</u>	<u>35</u>

	Restricted funds 2024 £000	Total funds 2024 £000
Bank interest	<u>1</u>	<u>1</u>

7. Expenditure

	Staff Costs 2025 £000	Premises 2025 £000	Other 2025 £000	Total 2025 £000
Expenditure on raising voluntary income:				
Direct costs	-	-	1	1
Educational operations:				
Direct costs	24,804	-	2,642	27,446
Allocated support costs	4,595	2,085	4,323	11,003
	<u>29,399</u>	<u>2,085</u>	<u>6,966</u>	<u>38,450</u>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

7. Expenditure (continued)

	Staff Costs 2024 £000	Premises 2024 £000	Other 2024 £000	Total 2024 £000
Expenditure on raising voluntary income:				
Direct costs	-	-	5	5
Educational operations:				
Direct costs	23,219	-	3,220	26,439
Allocated support costs	4,518	3,782	2,236	10,536
	<u>27,737</u>	<u>3,782</u>	<u>5,461</u>	<u>36,980</u>

8. Analysis of expenditure by activities

	Activities undertaken directly 2025 £000	Support costs 2025 £000	Total funds 2025 £000
Educational operations	<u>27,446</u>	<u>11,003</u>	<u>38,449</u>

	Activities undertaken directly 2024 £000	Support costs 2024 £000	Total funds 2024 £000
Educational operations	<u>26,439</u>	<u>10,536</u>	<u>36,975</u>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Educational operations 2025 £000	Total funds 2025 £000
Staff costs	23,453	23,453
Staff development and training	404	404
Educational supplies and services	1,259	1,259
Technology costs	348	348
Examination fees	322	322
Agency supply teachers	1,351	1,351
Educational consultancy	309	309
	27,446	27,446
	Educational operations 2024 £000	Total funds 2024 £000
Staff costs	21,887	21,887
Staff development and training	513	513
Educational supplies and services	1,227	1,227
Technology costs	629	629
Examination fees	288	288
Agency supply teachers	1,332	1,332
Educational consultancy	563	563
	26,439	26,439

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Educational operations 2025 £000	Total funds 2025 £000
Pension finance costs	57	57
Staff costs	4,899	4,899
Depreciation	2,449	2,449
Building maintenance	31	31
Grounds maintenance	28	28
Rates and water	214	214
Other occupancy costs	165	165
Energy costs	554	554
Cleaning	947	947
Insurance	127	127
Bought in professional services	11	11
Agency support costs	12	12
Catering supplies	676	676
Operating lease costs	184	184
Other support costs	781	781
Non-cash pension costs	(316)	(316)
Governance costs	184	184
	11,003	11,003

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Educational operations 2024 £000	Total funds 2024 £000
Pension finance costs	72	72
Staff costs	4,801	4,801
Depreciation	2,227	2,227
Building maintenance	183	183
Grounds maintenance	31	31
Rates and water	199	199
Other occupancy costs	148	148
Energy costs	591	591
Cleaning	856	856
Insurance	134	134
Bought in professional services	23	23
Agency support costs	19	19
Catering supplies	660	660
Operating lease costs	177	177
Other support costs	519	519
Non-cash pension costs	(302)	(302)
Governance costs	198	198
	<u>10,536</u>	<u>10,536</u>

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

	2025 £000	2024 £000
Operating lease rentals	184	174
Depreciation of tangible fixed assets	2,449	2,227
Fees paid to auditors for:		
- audit	22	20
- other services	8	10
	<u>2,663</u>	<u>2,431</u>

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

10. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2025 £000	2024 £000
Wages and salaries	20,847	20,104
Social security costs	2,487	2,126
Pension costs	5,003	4,458
	28,337	26,688
Staff restructuring costs	15	-
Non-cash pension costs	(316)	(302)
Agency staff costs	1,363	1,351
	29,399	27,737
	2025 £000	2024 £000
Severance payments	15	-
	15	-

b. Severance payments

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

	2025 No.	2024 No.
£0 - £25,000	2	-

c. Staff numbers

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

	2025 No.	2024 No.
Teaching staff	230	231
Administrative and support staff	362	347
Management	44	47
	636	625

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

10. Staff (continued)

d. Higher paid staff

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

	2025	2024
	No.	No.
In the band £60,001 - £70,000	28	18
In the band £70,001 - £80,000	14	6
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	2	6
In the band £100,001 - £110,000	4	1
In the band £110,001 - £120,000	1	2
In the band £120,001 - £130,000	2	-
In the band £150,001 - £160,000	1	1

e. Key management personnel

The key management personnel of the Academy comprise the trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £1,656,884 (2024 - £1,441,176).

11. 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% of all DfE funding.

The actual amounts charged during the year were as follows:

	2025	2024
	£000	£000
Slough & Eton CofE Business & Enterprise College	395	367
Colnbrook CofE Primary School	60	58
Eton Porny CofE First School	37	36
Lynch Hill Enterprise Academy	288	273
Lynch Hill School Primary Academy	208	195
Woodlands Park Primary and Nursery School	50	45
Grove Academy	319	301
Total	1,357	1,275

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

12. 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 £103,800 (2024: £96,000), NI contributions of £13,754 (2024: £11,993) for the year ended 31 August 2025.

During the year ended 31 August 2025, expenses totalling £nil were reimbursed or paid directly to 0 Trustee (2024 - £Nil).

13. 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.

14. Intangible assets

	ICT software £000
Cost	
At 1 September 2024	67
At 31 August 2025	67
Amortisation	
At 1 September 2024	67
At 31 August 2025	67
Net book value	
At 31 August 2025	-
At 31 August 2024	-

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

15. Tangible fixed assets

	Freehold property £000	Long-term leasehold property £000	Furniture and equipment £000	Plant and machinery £000	Computer equipment £000	Total £000
Cost or valuation						
At 1 September 2024	7,671	108,821	1,869	336	2,375	121,072
Additions	54	200	892	-	178	1,324
Disposals	-	-	(29)	-	(96)	(125)
At 31 August 2025	7,725	109,021	2,732	336	2,457	122,271
Depreciation						
At 1 September 2024	524	8,851	1,414	187	2,025	13,001
Charge for the year	168	1,574	431	-	276	2,449
On disposals	-	-	(14)	-	(96)	(110)
At 31 August 2025	692	10,425	1,831	187	2,205	15,340
Net book value						
At 31 August 2025	7,033	98,596	901	149	252	106,931
At 31 August 2024	7,147	99,970	455	149	350	108,071

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 (2024: £3,907,746). No depreciation has been charged on freehold land.

16. Stocks

	2025 £000	2024 £000
Books and stationery stocks	8	7

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

17. Debtors

	2025 £000	2024 £000
Due within one year		
Trade debtors	19	134
Other debtors	2	-
Prepayments and accrued income	923	791
Tax recoverable	125	365
	<u>1,069</u>	<u>1,290</u>

18. Creditors: Amounts falling due within one year

	2025 £000	2024 £000
Other loans	18	18
Trade creditors	-	799
Other taxation and social security	532	463
Other creditors	534	515
Accruals and deferred income	1,159	419
	<u>2,243</u>	<u>2,214</u>
	2025 £000	2024 £000
Deferred income at 1 September 2024	315	354
Resources deferred during the year	312	315
Amounts released from previous periods	(315)	(354)
	<u>312</u>	<u>315</u>

At the balance sheet date the academy trust was holding funds received in advance for 2025/26.

19. Creditors: Amounts falling due after more than one year

	2025 £000	2024 £000
Other loans	167	185

The loan balance at 31 August 2025 comprised a Salix loan with a total balance outstanding of £35,000 (2024: £35,154). This loan is interest free and is repayable in annual instalments of £17,577.

The loan balance at 31 August 2025 also comprised a DfE loan of £150,000 (2024: £150,000) all of which was outstanding at that date. This loan is interest free and repayable in 9 equal repayments of £16,667 each commencing on 1 September 2026 and thereafter in January and May of each year. The loan repayments will commence when Grove Academy achieves a revenue surplus.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

20. Statement of funds

	Balance at 1 September 2024 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2025 £000
Unrestricted funds						
General funds - all funds	587	220	(27)	-	-	780
Restricted general funds						
General annual grant (GAG)	2,930	29,570	(28,872)	(299)	-	3,329
Pupil premium	-	1,674	(1,674)	-	-	-
UIFSM	-	284	(284)	-	-	-
Mainstream school additional grant	-	1,027	(1,027)	-	-	-
Start up and transfer grants	-	22	(22)	-	-	-
Local authority grants	-	1,768	(1,768)	-	-	-
General	-	2,586	(2,586)	-	-	-
Pension reserve	(1,909)	-	259	-	1,650	-
	1,021	36,931	(35,974)	(299)	1,650	3,329

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

20. Statement of funds (continued)

	Balance at 1 September 2024 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2025 £000
Restricted fixed asset funds						
Restricted fixed asset funds - all funds	108,367	1,263	(2,449)	299	-	107,480
Total Restricted funds	109,388	38,194	(38,423)	-	1,650	110,809
	Balance at 1 September 2024 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2025 £000
Total funds	109,975	38,414	(38,450)	-	1,650	111,589

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 2025.

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

20. Statement of funds (continued)

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

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Gains/ (Losses) £000	Balance at 31 August 2024 £000
Unrestricted funds						
General Funds - all funds	405	200	(18)	-	-	587
Restricted general funds						
General annual grant (GAG)	3,056	27,851	(27,503)	(474)	-	2,930
Pupil premium	-	1,597	(1,597)	-	-	-
UIFSM	-	283	(283)	-	-	-
Other ESFA/DfE	-	1,211	(1,211)	-	-	-
Mainstream school additional grant (MSAG)	-	878	(878)	-	-	-
Local authority grants	-	1,893	(1,893)	-	-	-
Start up and transfer grants	-	225	(225)	-	-	-
Assets gifted on conversion to academy trust status	-	107	(107)	-	-	-
General	-	1,268	(1,268)	-	-	-
Pension reserve	(2,071)	-	230	-	(68)	(1,909)
	985	35,313	(34,735)	(474)	(68)	1,021
Restricted fixed asset funds						
Restricted Fixed Asset Funds - all funds	68,029	42,091	(2,227)	474	-	108,367
Total Restricted funds	69,014	77,404	(36,962)	-	(68)	109,388
Total funds	69,419	77,604	(36,980)	-	(68)	109,975

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

20. Statement of funds (continued)

Total funds analysis by academy

Fund balances at 31 August 2025 were allocated as follows:

	2025	2024
	£000	£000
Slough & Eton CofE Business & Enterprise College	570	353
Colnbrook CofE Primary School	221	231
Eton Porny CofE First School	200	149
Lynch Hill Enterprise Academy	1,059	700
Lynch Hill School Primary Academy	1,775	1,666
Woodlands Park Primary and Nursery School	(233)	(153)
Grove Academy	(298)	(74)
Held centrally	815	645
Total before fixed asset funds and pension reserve	4,109	3,517
Restricted fixed asset fund	107,480	108,367
Pension reserve	-	(1,909)
Total	111,589	109,975

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

20. Statement of funds (continued)

The following academies are carrying a net deficit on their portion of the funds as follows:

	Deficit £000
Woodlands Park Primary and Nursery School	(233)
Grove Academy	(298)

The reasons for these deficits and actions planned to reduce / eliminate deficit:

Woodlands Park Primary School joined the Trust on November 2022 with a brought forward deficit from the Local Authority. The school is making improvements to the structure of the buildings to improve the facilities as well as to increase pupil numbers. This year the school had unexpected long term absence cover which has been mitigated by purchasing staff absence insurance. Woodlands are also taking the following steps to reduce the deficit:

- Expansion of Nursery (January) to include 30 hour offer
- Staffing restructure to allow for school to not replace new SENDCo (originally was p/t 3 days per week as class teacher). HLTA remains in place to cover KS2 PPA.
- Development of school website (making the school more attractive to prospective parents/carers)
- Heavy time investment into open events (24 currently in Reception Sep 2024 - increase of 9 children from previous year)
- Increase in efforts from SBM to rent/hire facilities
- Auditing of curriculum resources to ensure that we are receiving value for money

Grove Academy joined the Trust in September 2023 requiring improvement and investment in several areas, due to these changes being implemented, the budget was overspent.

Leaders at Grove Academy are working to reduce the deficit whilst balancing the risk to the Grove school improvement journey. The steps being taken to achieve this are as follows:

- Closing the Learning Resource Base and deploying staff in other areas of the school
- Improved educational outcomes to attract more pupils
- Implementing zero based budgets in non-staffing areas, reviewing all expenditure related to operational and educational running of the academy.

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

20. 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 2025 £000
Slough & Eton CofE Business & Enterprise College	6,677	1,415	657	1,022	9,771
Colnbrook CofE Primary School	1,235	175	100	243	1,753
Eton Porny CofE First School	699	76	46	142	963
Lynch Hill Enterprise Academy	4,638	1,019	459	1,095	7,211
Lynch Hill School Primary Academy	4,107	497	457	539	5,600
Woodlands Park Primary and Nursery School	1,029	124	64	172	1,389
Grove Academy	6,023	998	414	1,407	8,842
Held centrally	396	291	41	(256)	472
	<u>24,804</u>	<u>4,595</u>	<u>2,238</u>	<u>4,364</u>	<u>36,001</u>

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

20. Statement of funds (continued)

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 2024 £000
Slough & Eton CofE Business & Enterprise College	6,439	1,446	720	1,078	9,683
Colnbrook CofE Primary School	1,246	170	130	227	1,773
Eton Porny CofE First School	661	70	56	94	881
Lynch Hill Enterprise Academy	4,383	970	616	783	6,752
Lynch Hill School Primary Academy	3,885	458	376	558	5,277
Woodlands Park Primary and Nursery School	945	114	59	162	1,280
Grove Academy	5,291	914	713	1,162	8,080
Held centrally	369	376	37	245	1,027
	<u>23,219</u>	<u>4,518</u>	<u>2,707</u>	<u>4,309</u>	<u>34,753</u>

21. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Restricted fixed asset funds 2025 £000	Total funds 2025 £000
Tangible fixed assets	-	-	106,931	106,931
Current assets	780	5,739	549	7,068
Creditors due within one year	-	(2,243)	-	(2,243)
Creditors due in more than one year	-	(167)	-	(167)
Total	<u>780</u>	<u>3,329</u>	<u>107,480</u>	<u>111,589</u>

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

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Restricted fixed asset funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	-	-	108,071	108,071
Current assets	587	5,329	296	6,212
Creditors due within one year	-	(2,214)	-	(2,214)
Creditors due in more than one year	-	(185)	-	(185)
Provisions for liabilities and charges	-	(1,909)	-	(1,909)
Total	587	1,021	108,367	109,975

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

	2025 £000	2024 £000
Net (expenditure)/income for the year (as per Statement of Financial Activities)	(36)	40,624
Adjustments for:		
Depreciation	2,449	2,227
Capital grants from DfE and other capital income	(1,263)	(1,148)
Interest receivable	(35)	(1)
Defined benefit pension scheme cost less contributions payable	(316)	(302)
Defined benefit pension scheme finance cost	48	64
(Increase)/decrease in stocks	(1)	8
Decrease/(increase) in debtors	221	(780)
Increase in creditors	29	105
Defined benefit pension scheme administration costs	9	8
Loss on disposal of asset	15	-
Net cash provided by operating activities	1,120	40,805

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

23. Cash flows from financing activities

	2025	2024
	£000	£000
Repayments of borrowing	(18)	(22)
DfE loan advanced	-	150
Net cash (used in)/provided by financing activities	(18)	128

24. Cash flows from investing activities

	2025	2024
	£000	£000
Dividends, interest and rents from investments	35	1
Purchase of tangible fixed assets	(1,324)	(1,704)
Capital grants from DfE	1,263	1,063
Capital funding received from sponsors and others	-	85
Gifted on conversion to academy status	-	(40,943)
Net cash used in investing activities	(26)	(41,498)

25. Analysis of cash and cash equivalents

	2025	2024
	£000	£000
Cash in hand and at bank	5,991	4,915
Total cash and cash equivalents	5,991	4,915

26. Analysis of changes in net debt

	At 1		At 31
	September	Cash flows	August 2025
	2024	£000	£000
	£000		
Cash at bank and in hand	4,915	1,076	5,991
Debt due within 1 year	(18)	-	(18)
Debt due after 1 year	(185)	18	(167)
	4,712	1,094	5,806

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

27. Capital commitments

	2025	2024
	£000	£000
Contracted for but not provided in these financial statements		
Acquisition of tangible fixed assets	818	55

28. 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 2025.

Contributions amounting to £534,000 were payable to the schemes at 31 August 2025 (2024 - £516,333) and are included within creditors.

Teachers' Pension Scheme

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

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

Valuation of the Teachers' Pension Scheme

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

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

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

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

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**NOTES TO THE FINANCIAL STATEMENTS
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28. Pension commitments (continued)

The employer's pension costs paid to TPS in the year amounted to £3,367,000 (2024 - £2,841,859).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £2,033,000 (2024 - £1,822,000), of which employer's contributions totalled £1,596,000 (2024 - £1,430,000) and employees' contributions totalled £437,000 (2024 - £392,000). The agreed contribution rates for current year is 22.6 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

	2025	2024
	%	%
Rate of increase in salaries	3.55	3.80
Rate of increase for pensions in payment/inflation	2.55	2.80
Discount rate for scheme liabilities	6.05	5.10

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

	2025	2024
	Years	Years
Retiring today		
Males	21.8	20.7
Females	24.1	23.6
Retiring in 20 years		
Males	23.4	22.0
Females	25.8	25.0

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**NOTES TO THE FINANCIAL STATEMENTS
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28. Pension commitments (continued)

Sensitivity analysis

Royal County of Berkshire Pension Fund

	2025	2024
	£000	£000
Discount rate +0.1%	(218)	(268)
Discount rate -0.1%	224	276
Mortality assumption - 1 year increase	256	367
Mortality assumption - 1 year decrease	(250)	(356)
CPI rate +0.1%	227	275
CPI rate -0.1%	(221)	(267)
	=====	=====

Share of scheme assets

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

	At 31 August 2025	At 31 August 2024
	£000	£000
Equities	8,012	7,643
Corporate bonds	1,650	1,574
Property	943	902
Cash and other liquid assets	354	244
Infrastructure	1,296	1,316
Longevity insurance	(471)	(548)
Total market value of assets	11,784	11,131
	=====	=====

The actual return on scheme assets was £781,000 (2024 - £653,000).

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

	2025	2024
	£000	£000
Current service cost	(1,271)	(1,120)
Interest income	602	514
Interest cost	(659)	(586)
Administrative expenses	(9)	(8)
Total amount recognised in the Statement of Financial Activities	(1,337)	(1,200)
	=====	=====

THE SLOUGH AND EAST BERKSHIRE C OF E MULTI-ACADEMY TRUST
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

28. Pension commitments (continued)

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

	2025 £000	2024 £000
At 1 September	13,040	11,001
Current service cost	1,271	1,120
Interest cost	659	586
Employee contributions	437	392
Actuarial (gains)/losses	(2,952)	207
Benefits paid	(671)	(266)
At 31 August	11,784	13,040

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

	2025 £000	2024 £000
At 1 September	11,131	8,930
Interest income	602	514
Actuarial (losses)/gains	(1,302)	139
Employer contributions	1,596	1,430
Employee contributions	437	392
Benefits paid	(671)	(266)
Administration expense	(9)	(8)
At 31 August	11,784	11,131

29. Contingent asset

As at 31 August 2025, the actuarial valuation of the Local Government Pension Scheme was calculated as a surplus of £1,481,000 (2024: £1,909,000 deficit). As this valuation does not give rise to a virtually certain economic benefit for the trust, either in the form of a reduction in future contributions or a cash settlement, any surplus arising on the valuation is recognised solely as a contingent asset.

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

30. Operating lease commitments

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

	2025	2024
	£000	£000
Not later than 1 year	195	92
Later than 1 year and not later than 5 years	542	97
	737	189

31. 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.

32. Related party transactions

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

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 £22,019 (2024: £4,100) 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 and other services to the value of £16,011 (2024: £14,306) in the period.

Rachael Burt, a local governor at Lynch Hill Enterprise Academy, and Chris Thomas, headteacher of Lynch Hill Enterprise Academy have declared interests in Learning to Work from whom the trust purchased services to the value of £ 33,204 (2024: £33,633) during the period.

Jacqui Smith, a local governor at Slough and Eton Church of England Business and Enterprise College, has declared an interest in SJB Education from whom the Trust purchased services to the value of £4,710 during the period.

Rob Deeks, a local governor at Slough and Eton Church of England Business and Enterprise College, has declared an interest in Aik Saath from whom the Trust purchased services to the value of £675 during 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.

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

33. Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for the DfE. In the accounting period ending 31 August 2025 the trust received £25,442 (2024 £22,956) and disbursed £27,912 (2024: £25,433) from the fund. An amount of £5,354 (2024: £7,824) was due back to the DfE at the year end and is included in creditors.

Slough & East Berkshire Trust

Stoke Road, Slough, SL2 5AY,

Date:

Your ref: **Slough & East Berkshire Trust**

BKL Audit LLP
35 Ballards Lane
London
N3 1XW

Dear Sirs

Slough & East Berkshire 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 2025. 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 2024 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

A handwritten signature in black ink, appearing to be 'V.P.K.' followed by a stylized flourish.

.....

Signed on behalf of the Board of Trustees

Slough & East Berkshire Trust

Stoke Road, Slough, SL2 5AY,

Date:

Your ref: **SLO001**

BKL Audit LLP
35 Ballards Lane
London
N3 1XW

Dear Sirs

Slough & East Berkshire 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 Slough & East Berkshire Trust and the Department for Education (DfE) for the year ended 31 August 2025. 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 Slough & East Berkshire Trust and the Secretary of State for Education and the Academy Trust Handbook 2024.
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 DfE 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 2024 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 DfE.
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

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Accounting Officer
Slough & East Berkshire Trust

Subsequent Events Confirmation

As part of our completion work for the audit of the trust, we are required to obtain confirmation regarding subsequent events following the balance sheet date. Therefore, we would be grateful if you could confirm whether there are any events or conditions including, but not limited to, any potential legal proceedings against the trust which have been brought to your attention following 31 August 2025. Events/conditions could also include fraud within or external to the trust.

Please either state **N/A** or **enter details below**.

Please note the text will be enlarged at the point of typing, but this will appear smaller once submitted.

Chris Spencer

.....
Accounting Officer
Slough & East Berkshire Trust

SLO001 SEBMAT BKL accounts pack for signing YE 31.08.2025 - RI & BKL ONLY

Final Audit Report

2025-12-10

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