

**RUGBY HIGH SCHOOL ACADEMY TRUST**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED**  
**31 AUGUST 2025**

**Company Limited by Guarantee**  
**Registration Number: 07521636**  
**(England & Wales)**

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## REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, TRUSTEES AND ADVISORS

Members	C J Marten P S Reaney Dr A Canale-Parola E Wood
Trustees	P S Reaney, Chair of Trustees* A D Alonzi R Jones J Holmes S Venkatsubramian A Turrell Dr A Canale-Parola J Gilbert A Marley A Davies J King* S Gibrat* M Grady* * Finance Committee
Senior Management Team	M Grady, Headteacher L Wallace, Business Manager J Grimes, Deputy Headteacher Y Grogan, Senior Assistant Headteacher O Dermott-Bond, Assistant Headteacher S Quinn, Assistant Headteacher
Principal and Registered Office	Rugby High School Longrood Road Rugby Warwickshire CV22 7RE
Company name	Rugby High School Academy Trust
Company Registration Number	07521636
Independent Auditor	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND

## TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025

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

The Academy Trust operates an Academy for students (girls) aged 11-16 and a mixed (girls and boys) sixth form serving East Warwickshire and an area centred on Rugby Water Tower with a radius of 10 miles. It has a pupil capacity of 600 in the Main School Years 7-11 and up to 300 in the Sixth Form. The Academy Trust had a roll of 599 (2024: 596) in the Main School and 333 (2024: 340) in the Sixth Form in the school census in May 2025.

### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Constitution

The Academy Trust is a charitable company limited by guarantee and an exempt charity.

The charitable company's Memorandum of Association is the primary governing document of the Academy Trust.

The Trustees of Rugby High School Academy Trust are also the directors of the charitable company for the purposes of company law.

"The charitable company operates as Rugby High School Academy Trust (also known as Rugby High School). The school converted to Academy status on 8 March 2011 when its operations, assets and liabilities were transferred from the Local Authority. The school updated its Funding Agreement with the DFE and its articles of association, establishing a new structure of members and Trustees in line with DFE model articles of association, April 2024."

Details of the Trustees who served during the year, and to the date these accounts are approved are included in the Reference and Administrative Details on page 3.

#### 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' indemnities

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

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

The Governing Body consists of 13 Trustees, with all posts currently occupied. There are five Trustees appointed as Members, five co-opted Trustees and two parent Trustees are parents of students who attend the school elected by the parent body to serve for a period of four years. Parents are notified via the school's newsletter and direct mail communication that a vacancy has arisen and details of the election process. Expressions of interest are invited. Potential candidates are issued with an information pack that includes a nomination form. Ballot forms are issued on the basis of one form per parent/carer. Parents are asked to return forms to the Governance Professional at the school.

#### Policies adopted for the induction and training of Trustees

An induction pack is given to all newly appointed Trustees. The induction pack describes their role as a Trustee and gives some basic information about the school and the Governing Body (organisational structures, finance, personnel). The induction of Trustees is managed by the Chair of Trustees. Trustees are encouraged to identify their training needs which the school endeavours to meet either through mentoring, bespoke training or generic training.

The school subscribes to Warwickshire Governor Services through which Trustees are able to access face to face training. Trustees are able to access safer recruitment and safeguarding training courses organised by the Warwickshire Safeguarding. The school also subscribes to online Trustee safeguarding training through its recruitment consultant – Hays PLC.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Organisational structure**

As specified in the Articles of Association, the business of the Academy Trust is managed by the Trustees who exercise all the powers of the Academy Trust. In exercising their responsibilities, Trustees consider the advice given by the Headteacher and other Executive Officers. Trustees are responsible for setting policies, planning and budget setting and making senior staff appointments. The Trustees are responsible for monitoring the performance of the Headteacher on a regular basis.

The Senior Leadership Team controls the Academy at an executive level implementing the policies laid down by the Trustees and reporting back to them. As a group, the Senior Leadership Team are responsible for the authorisation of spending within agreed budgets and limits and for the appointment of staff with the exception of Senior Leadership Team members. The Headteacher is the Academy's Accounting Officer and serves as a Trustee. The current Headteacher was appointed on the 1 September 2019. The Internal Auditor function was carried out by an external and independent audit company: Services 4 Schools of Wolverhampton.

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

The arrangements for setting the pay and remuneration of the Academy Trust's key management personnel are those set out in the School Teachers' Pay and Conditions Document (STPCD) 2017. The school is categorised at a Group 6 school according to Section 6 of the STPCD. The Headteacher's salary is benchmarked against that of other local secondary Headteachers. The salary arrangements for the Deputy Headteacher and the Assistant Headteacher are compliant with paragraph 9.4 of the STPCD.

**Trade Union Activities**

There were no employees who were relevant union officials during the year.

<b>Trade union facility time</b>	<b>Number of employees</b>
<b>Relevant union officials</b>	
Number of employees who were relevant union officials during the year	-
Full-time equivalent employee number	-
<b>Percentage of time spent on facility time</b>	
Percentage of time	
0%	-
1%-50%	-
51%-99%	-
100%	-
<b>Percentage of pay bill spent on facility time</b>	
Total cost of facility time	-
Total pay bill	£5,338,000
Percentage of total pay bill spent on facility time	-
<b>Paid trade union activities</b>	
Time spent on paid trade union activities as a percentage of total paid facility time hours	0%

**OBJECTIVES AND ACTIVITIES****Objects and aims**

The Academy Trust's object is specifically restricted to advance for the public benefit education in the United Kingdom, by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum ("the Academy").

The school provides an academic secondary education to the young people of Rugby and the surrounding area. In line with its funding agreement, although it offers a broad curriculum for young women and men up to the age of nineteen, it places a special emphasis on science and languages.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Objects and aims (cont'd)****Core Aim 1: Safeguarding, health and Independence****To ensure:**

That students develop the knowledge, understanding and skills to be healthy and resilient individuals first and foremost, as a foundation for aspiring to and achieving success as they progress through RHS and RH6.

**Through:**

- All stakeholders contributing to and maintaining an outstanding culture of safeguarding throughout the school;
- an integrated personal development curriculum, aligned with the academic curriculum that supports each individual through their RHS journey;
- building the very best relationships and attitudes to personal development and learning;
- recording and sharing of information efficiently and effectively for the best outcomes of students and their families; recognising and rewarding achievement meaningfully across key stages;
- working closely with staff, students and families to understand and overcome barriers for students, develop independence and initiative;
- not being afraid to challenge when necessary, in the best interests of every student;
- continuing to embed a preventative, responsive, and restorative pastoral system across key stages that focuses on universal provision, self-care and personal development.

**Resulting in:**

Reflective, responsible and confident students, who know and understand how to be healthy physically and mentally, are independent, successful and courageous members of the RHS community, ready to be successful global citizens.

**Core Aim 2: Leadership and impact****To ensure:**

The development of leadership capacity and understanding of leadership skills across RHS, both in the student body, and the workforce, ensuring every member of the community understands, participates in and fulfils their responsibilities to RHS, committing to full engagement with every opportunity for the benefit of all.

**Through:**

- effective learning opportunities for all members of the student community, addressing their needs and encouraging aspiration, promoting and establishing "everyone takes part in something" as a contribution to RHS community;
- continued and broadening development of ambitious leadership opportunities in the workforce for all;
- Sensitive and honest challenge;
- rigorous accountability;
- improving communication and systems of communication within and without school;
- continued work with leaders across the school, including trustees to plan for succession and build capacity as collaborative and ethical leaders.

**Resulting in:**

- High-achieving autonomous students making outstanding academic and personal progress whatever their background;
- Highly skilled and motivated staff, experts in their field, committed to personal and professional development;
- honest and accurate self-evaluation that leads to effective and decisive actions for improvement;
- RHS maintaining and enhancing its reputation for outstanding practice;
- an oversubscribed year 7 and highly competitive year 12;
- RHS building on its reputation as a leading education provider in Warwickshire.

**Core Aim 3: Learning and Teaching****To ensure:**

The specific needs of every single student and groups of students are understood, and addressed in the classroom and throughout the school.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Core Aim 3 (cont'd)****Through:**

- Dynamic, adaptive and responsive teaching;
- pedagogy rooted in research and effective training;
- delivering a carefully planned and sequenced curriculum;
- assessment of work that is forensic, diagnostic and contributes to the very best outcomes for all;
- Developing and embedding "The RHS Way" as the touchstone of superb practice in every classroom;
- highly skilled and well-informed teachers delivering learning experiences for all that are consistent, rigorous and inspiring that support all learners to achieve the very best outcomes possible.

**Resulting in:**

- Resilient, healthy and successful students who develop their independence - engaged, excited and curious about their learning;
- responsible students who understand and can discuss their own learning, progress and needs, who understand their potential and make the most of every opportunity;
- consistently outstanding results at KS4 and KS5, including outcomes in terms of next steps after year 11 and 13.

**Strategies employed to achieve these aims included:**

- Safeguarding at all levels (including governance) is rigorous, compliant and maintains the very best "culture of safeguarding"
- Embedding of new pastoral system – roles, impact on students
- Personal development programme is fully secure across all key stages
- Use and review of lifespace
- Learning and teaching CPD is prioritised for all teachers, to develop reflective and responsive practitioners
- Deep Dive Protocol and Curriculum area support
- Establishing and embedding of provision map so that pastoral and Curriculum delivery become more symbiotic
- Continue to make assessment meaningful, targeted and effective
- Challenge Partners Review reflects development in adaptive teaching, personal development and careers provision
- Review communication and online-learning platforms
- Succession planning at Trustee level and all levels – IE: SEN/SLT/Timetabling/ Main Office/ Exams
- Use of "Accountability calendar" as a means to devolve monitoring and accountability across the school
- Headteacher OFSTED training and NPQEL
- Continued development of our public profile and our USP
- Continued diversity in leadership at all levels
- Student independence
- Challenge Partners feedback
- Review of new appraisal policy for teachers and support staff
- The continued use of the Teaching and Learning group to develop and share a variety of good practice around assessment and differentiation in addressing SEN needs and the needs of all students.
- The continued use of SISRA Analytic's new Expected Attainment Pathway (EAP) function to track student progress over time and to challenge and hold staff to account.
- A diverse provision including many opportunities for students to learn outside the classroom as well as from visiting experts.
- Partnership and collaborative work with other primary, secondary and special schools.
- More involvement from students at every level in responsibility posts – new roles in the sixth form in particular allowing students to lead on current affairs and diversity
- Enhance the role and impact of the wellbeing group for staff and the wellbeing prefects, through further outreach to the RHS community, and worklist of tasks and events that regularly update students, staff and parents on good practice for wellbeing
- Review of Timetabling process to support the most effective and efficient delivery of the curriculum for successful teaching and outstanding outcomes

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)**

The activities that resulted from the strategies indicated above included:

- Provision of a broad and balanced curriculum to students in Years 7-13.
- Delivery of a series of externally determined award schemes e.g. the Crest Scheme, Go4Set and the Duke of Edinburgh Award Scheme.
- A series of learning walks and observations led by senior leaders to monitor and evaluate classroom practice.
  - This included the use of Headteacher's OFSTED Training and deployment of Challenge Partners as external verification of progress since OFSTED 2022
- Staff attendance at training events organised by public examination Boards, Warwickshire County Council and the school designed to develop knowledge, understanding and effective professional practice.
- The Head Teacher serves as a member of AQA's Appeal Hearings Panel, and is an elected member of ASCL's Council, and is a fully trained OFSTED inspector
- Pastoral team was reviewed and restructured, with new structure fully in place in April 2024
- Three members of staff undertaking the NPQH, two successfully passed, and one awaiting the result
- Headteacher has successfully Passed the NPQEL assessment
- Two members of staff completed NPQs in Teaching and Learning

**Public benefit**

Rugby High School Academy Trust is a charitable trust which seeks to benefit the public throughout the pursuit of its stated aims.

The Trustees have complied with their duty to have due regard to the guidance on public benefit published by the charity commission in exercising their powers or duties.

**Strategic report****Achievements and performance****Key performance indicators**

The school reviews its performance in relation to that of students in other Warwickshire schools and in relation to schools nationally. The total number of students on roll for the year ended 31 August 2025 was 933 (2024: 927). This is an increase of 6 (2022: 12) students on the same period in 2024. The main school is not quite full in all year groups, but continues to be heavily oversubscribed for entry into Year 7. Recruitment into the Sixth Form in September 2025 has maintained the high-recruitment level of September 2024 (170) and is seemingly becoming a little more consistent. It is difficult to predict numbers moving forward. This is a function partly of increased competition from other local Sixth Forms and a drop in attainment in two local feeder schools which meant that fewer prospective applicants met the entry criteria for the Sixth Form. Currently in Rugby, there are more Sixth Form places, than there are students to fill them. Expansion has created some financial strain because of the lagged funding mechanism and this has been compounded by the imposition of a cap in gains (part of the Minimum Funding Guarantee). However, the Trustees continue to remain confident that in the long term the gains that will result from a larger number of students progressing into the Sixth Form from the main school will offset this.

Student attainment was outstanding. In Year 13, there was a good level of consistency in results. The A\*-B pass rate was 70% (2024: 65%; 2019: 69.3%). The A\* C pass rate was 88% (2024: 86.8%;/2019: 90.1%). Although VA is yet to be published, predictions suggest a positive VA score which will be the first time the sixth form has achieved this in over 10 years. Just over 50% of Year 13 students took up an offer of a place at a Russell Group University. 1 student accepted a place at Oxford. Over 90% of students were placed on their first or second university choice by the start of September, an incredible achievement.

In Year 11 the average grade in 2025 was a 7A, Consistent in 2024 and 2019. There will be no progress 8 score nationally this year, as the year 11 cohort did not take KS2 SATS which would allow for the production of that data.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Key performance indicators (cont'd)**

Creative writing continues to be a strength of the school. Students who attend the school won prizes in competitions organised by the University of Lancaster, the Chaucer Heritage Trust and Rugby School and their work was commended by Corpus Christi College, Cambridge (the Christopher Marlowe Essay Competition) and Foyles (Foyles Young Poet Competition), and reaching the finals of the Warwickshire Poet Laureate competition. Equally Students into STEM continues to be a great success, with Students winning locally and nationally, with the Industrial Cadets Gold Scheme.

**Going concern**

The ability of the Trust to continue as a going concern is under constant review as the Trust forecast's the year end results on a termly basis and produces an annual budget and three year forecast. The latest three year forecast which was produced in August 2025 shows the school predicting reserves of £230k at 31 August 2025.

The budget was prepared with the information known at the time and any major risks identified. The major risk identified was the cost of a "cost of living" increase in Teachers pay and this was identified on the final authorised budget and the financial impact calculated and reported.

When reviewing going concern we look at the projected outturn in future years, the level of reserves the Trust holds and the cashflow position. The current reserves position has been significantly reduced, but with efficiency savings and the proposed growth of our pupil numbers, I am confident that the Trust will continue to operate as a going concern for the foreseeable future.

**Financial review**

The Academy had a net decrease in funds for the year ended 31 August 2025 of £389,000 (2024: £366,000) including fixed assets movements but excluding pension reserve movements. As at 31 August 2025 the Academy held £207,000 (2024: £411,000) of unrestricted reserves plus £Nil (2024: £142,000) (non-fixed asset) restricted funds. The Academy therefore held combined unrestricted and non-fixed asset restricted funds, being its available reserves of £207,000 (2024: £553,000).

The Academy Trust had a pension liability on their Local Government Pension Scheme of £Nil at 31 August 2025 (2024: £Nil) and a fixed asset reserve of £7,618,000 (2024: £7,661,000) being the book value of past purchases plus unspent capital grants.

Despite the current economic climate caused mostly by the war in Ukraine and the associated European wide gas/oil shortage, there are no significant factors going forward that are expected to impact on the normal continuing operation of the Academy, as core funding from both the Government and Local Authorities is currently expected to continue. The principal financial management policies adopted in the period are included in the Academy's internal financial policies and are typical for an Academy Trust of this size and type. There were no unusual significant events worthy of comment during the year other than the aforementioned energy crisis.

The principal sources of funding for the academy are the General Annual Grant (GAG) and other DfE Group grants, such as Pupil Premium. This funding has been used to support the key educational objectives of the Academy Trust, subject to any remaining reserves.

The Academy's investment policy is only to hold cash reserves on deposit with major holding banks so as to minimise risk.

**Reserves policy**

The Trustees have developed a reserves policy for the school which is reviewed at least annually. The academy needs to hold reserves to allow for contingencies such as unfunded building repairs, unexpected staffing costs and to allow for some uncertainty in future government funding. The Trustees have determined that the appropriate level of free reserves, which it considers to be unrestricted funds plus unspent General Annual Grant (GAG), should be approximately 3.3% of the annual budget, being approximately £150,000.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Reserves policy (cont'd)**

Actual free reserves as at 31 August 2025 were £207,000 (2024: £553,000), being £238,000 lower than the target level set by the Trustees (2024: within the target level between £445k and £889k).

Cash at bank at 31 August 2025 was £269,000 (2024: £199,000) higher than total available reserves due principally to pension costs for August 2025 being paid over in September 2025 and some income received in advance of 2025/26.

At 31 August 2025 the Academy's fixed asset reserve of £7,618,000 (2024: £7,661,000) represented £7,618,000 (2024: £7,661,000) of funds which could only be realised if the assets were sold.

There were no reserves in deficit at the year end.

**Investment policy**

The school holds no investments other than its cash balance at the Yorkshire and Clydesdale Bank (Virgin Money). Because of the tight operating margin, Trustees are trying to increase the size of the reserve. Reserve funds are used to maintain the school buildings and enhance students' learning experience.

**Principal risks and uncertainties**

The principal risks to the Academy are financial and are associated with increasing support staff and Teachers pay and pensions. Teachers' pension costs increased significantly in the last few years. The government has part funded the increase for the school with some uncertainty that increases will be supported on an ongoing basis. The Academy retains its policy of trying to build reserves in an attempt to mitigate against these risks.

The Government increased funding in KS3/4 funding in September 2020 in their attempt to offer £5,000 per pupil funding across the country. The increased income has been used in part to widen the curriculum offer in KS4, assist with overdue maintenance of the site and allow plans to enhance the wider leadership team. The increase is however still insufficient overall and fails to address the full operational needs of the Academy.

A further risk to the school is that although capital items are depreciated, no proper strategy is in place to replace them because there are no funds provided by the DfE. There are times during the course of the school year when the school has to be very careful about the timing of payments because the cash flow is at a critical point. In addition there are the usual risks associated with fraud, damage to reputation, and failure to maintain academic standards.

**Fundraising**

The funds raised in the year will be paid across in full to the nominated charities. The school engages in limited fundraising to fund its own activities. At the beginning of each year, it invites parents to contribute to its school fund which subsidises trips and visits and other activities which enhance the curriculum. The school's fundraising conforms to recognised standards. Fundraising is monitored by the Internal Auditor. The Complaints Policy would be used to investigate and address any complaints in relation to fundraising. The school has received no complaints in relation to fundraising. The school acknowledges its duty to protect the public, including vulnerable people, from unreasonably intrusive or persistent fundraising approaches, and from undue pressure to donate. Former students are asked to give their consent to their data being used to inform them about fundraising initiatives. If this consent has not been given, they are not approached.

The school is not currently working with any professional fundraisers.

The school has a Parent Teacher Association (PTA) which participates in some school events and organises others. The PTA funds items of expenditure that might otherwise not be met.

**TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Plans for future periods**

The Trustees remain open to forming a MAT, although their original partner is unable to proceed, and further recent conversations resulted in no further progress. Identifying other suitable partners is high on the agenda for the school's leadership and the Head Teacher is in support of this. A MAT would increase the stability of the school and make it less vulnerable in a period of change and enhance its capacity to successfully bid for new provision. The school recognises that there are financial savings that can be realised from collaborating with other local schools, especially in support services. There is still capacity to expand the Sixth Form and maintaining the increase in Sixth Form numbers is crucial in terms of increasing income and reducing costs. There are now plans for further expansion of the school to increase PAN to 150 per year group. However, there are also still plans to continue to improve the condition of the building with plans to continue applying for CIF bids to enable the potential build of a new small block.

The school holds no funds on behalf of others as a Custodian Trustee.

**Disclosure of information to auditors**

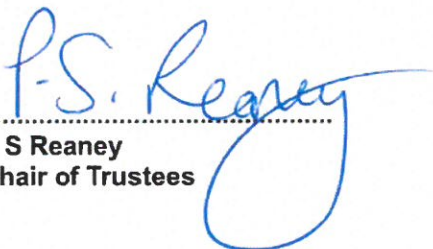
Insofar as the Trustees are aware:

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

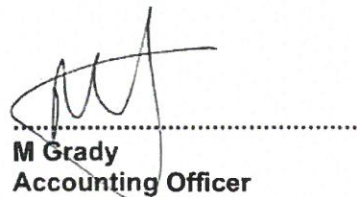
**Auditors**

The auditors, UHY Hacker Young (Birmingham) LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 28 November 2025 and signed on its behalf by:



.....  
**P S Reaney**  
Chair of Trustees



.....  
**M Grady**  
Accounting Officer

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2025****Scope of Responsibility**

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

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

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Rugby High School Academy Trust and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

**Governance**

The information on governance included here supplements that described in the Trustees' report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 12 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of a Possible</b>
P S Reaney, Chair of Trustees	10	12
A D Alonzi	7	7
A Turrell	7	7
J Holmes	5	7
S Venkat	6	7
Dr A Canale-Parola	6	7
J Gilbert	6	6
A Marley	5	6
A Davies	1	4
J King	6	7
S Gibrat	4	7
M Grady	11	12
R Jones	5	7

**Conflicts of Interest**

The Academy maintains a detailed Trustees register of business interests which is refreshed annually. When appointing new suppliers the Academy's finance manual requires its Finance Manager to verify the supplier name to the register of business interests – if a match is found appropriate action will be taken to seek an alternative supplier or comply with the DfE requirements.

**Governance Reviews**

The full Board meets four times per year with the Academy's financial status as a recurring agenda item. The Board have appointed Finance and Personnel subcommittees of Trustees who meet a further three times per year and also have a standing agenda item to review the financial position in more detail. The schedule for these meetings are in different months to the full Board meetings. The Business Manager is invited to present the current status at all of these meetings and the Accounting Officer serves on both committees. The Trustees believe this gives them sufficient oversight of Academy finances and that it jointly exceeds the directive for the Board to meet six times per year.

In undertaking its duties, the Board has had access to independent data about performance this includes data from public examination results, Fischer Family Trust data on performance, the government's school comparison tool and it employed an external quality assurance advisor to review the school's own evaluation of its performance. In addition, the school received its first OFSTED inspection since November 2008 in November 2022. The Trustees received the full report. These data sources are objective and reliable. In reviewing the school's financial performance, the Board has access to reports generated directly from the school's finance system. The accounting officer has access to other data including the school's bank statements.

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Governance Reviews (cont'd)**

The Board completed a formal review of Governance that commenced in 2019/20 which included an independent review of Governance within the Trust. The professional review by the National Governance Association commenced in October 2019 and its formal findings and recommendations were shared with Members, Trustees and the Senior Leadership Team in December 2019. As a combined result of the Covid-19 Pandemic and the recent remodelling of the DfE model Articles the Trustees deferred their original plan for finalising their new Articles which were ratified in the Summer term 2022.

The professional review by the National Governance Association commenced in October 2019 and its formal findings and recommendations were shared with Members, Trustees and the Senior Leadership Team in December 2019. As a combined result of the Covid-19 Pandemic and the recent remodelling of the DfE model Articles the Trustees deferred their original plan for finalising their new Articles which were ratified in the Summer term 2022.

**Finance and Premises Committee**

The purpose of the Finance and Premises Committee is to provide strategic leadership in relation to finance and premises issues. The major issues that the Committee has dealt with this year were ensuring the Academy was able to accommodate and afford the necessary staffing and resources to ensure that all learners were able to progress and flourish without financial restriction.

Attendance during the year at meetings was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of a Possible</b>
P S Reaney	1	3
J Holmes	2	3
R Jones	1	3
S Gibrat	1	3
J King	3	3
M Grady	3	3

**Personnel Committee**

The purpose of the Personnel Committee is to provide strategic leadership and monitoring in relation to personnel issues. Attendance during the year at meetings was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of a Possible</b>
A Marley	2	2
P S Reaney	2	2
J Gilbert	2	2
M Grady	2	2

**Quality Assurance Committee**

The purpose of the Quality Assurance and Curriculum Committee is to provide strategic leadership and monitoring in relation to self-evaluation, planning, curriculum and associated policies. Attendance during the year at meetings was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of a Possible</b>
A D Alonzi	3	3
A Turrell	3	3
Dr A Canale-Parola	2	3
M Grady	2	3
P S Reaney	3	3
S Venkat	3	3
A Davies	0	1

**Review of Value for Money**

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

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Review of Value for Money (cont'd)**

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

- ensuring that specific funding intended for supporting students through the pandemic has been effectively deployed
- ensuring that tenders for all significant projects were cost effective.
- streamlining and adapting the delivery of the curriculum during the pandemic to provide a balanced education for the students while ensuring they are challenged and well prepared for life after school.
- The Accounting Officer, Trustees and Senior Leadership Team continue to monitor budgets and direct resources to provide the best educational and pastoral outcomes for students within a constrained financial environment.

**The Purpose of the System of Internal Control**

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Rugby High School Academy Trust for the year ended 31 August 2025 and up to the date of approval of the annual report and financial statements.

**Capacity to Handle Risk**

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

**The Risk and Control Framework**

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees
- regular reviews by the Finance and Premises 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
- delegation of authority and segregation of duties
- identification and management of risks

Governors agreed to request that two areas identified in the Finance Risk register were to be reviewed through Internal Scrutiny via Security 4 Schools, during 2024/25. The areas chose were:

- Review of the SCR, having transferred to a new MIS
- Review of Policy and Procedures regarding the purchase ledger

**GOVERNANCE STATEMENT FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Review of Effectiveness**

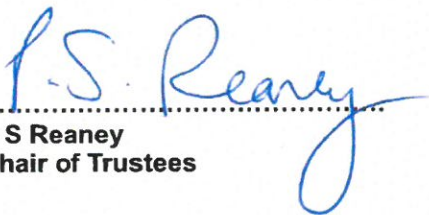
As accounting officer, the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the financial and premises committee discharging their financial decisions to help the Board of Trustees consider actions and assess year on year progress
- the work of the internal auditor;
- the work of the external auditor;
- the financial management and governance self-assessment process;
- the school resource management self-assessment tool;
- the work of the executive managers within the academy trust who have responsibility for the development and maintenance of the internal control framework;

**Conclusion**

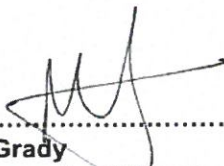
Based on the advice of the internal auditor and the accounting officer, the Board of Trustees is of the opinion that the academy trust has an adequate and effective framework for governance, risk management and control.

The Governance statement, was approved by order of the Board of Trustees, as the company directors, on 28 November 2025 and signed on the Board of Trustees behalf by:



.....

**P S Reaney**  
Chair of Trustees



.....

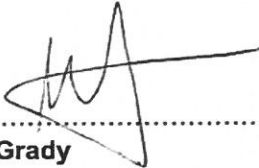
**M Grady**  
Accounting Officer

**STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE FOR THE YEAR ENDED 31 AUGUST 2025**

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

I confirm that I and the Board of Trustees are able to identify any material irregular or improper use of funds by the Academy Trust, or material non-compliance with the framework of authorities.

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



.....  
**M Grady**  
**Accounting Officer**  
**28 November 2025**

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

The Trustees (who act as trustees of Rugby High School Academy and are also the Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with the Annual Accounts Direction issued by the 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:

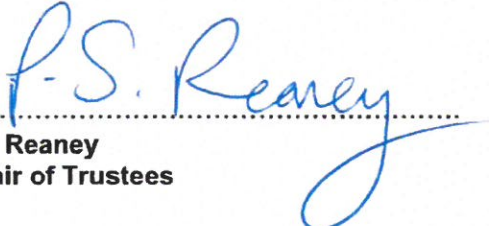
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards FRS102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the academy will continue in business.

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

The Trustees are responsible for ensuring that in its conduct and operation the charitable company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the 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 28 November 2025 and signed on its behalf by:

  
.....  
**P S Reaney**  
**Chair of Trustees**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RUGBY HIGH SCHOOL ACADEMY FOR THE YEAR ENDED 31 AUGUST 2025****Opinion**

We have audited the financial statements of Rugby High School Academy for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the consolidated Balance Sheet, the consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice), 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 Rugby High School Academy's affairs as at 31 August 2025 and of its incoming resources and application of resources, including income and expenditure, for the year then ended;
- have been 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.

**Basis for opinion**

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

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the Academy Trust's use of the going concern basis of accounting in the preparation of the financial statement 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 Rugby High School 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.

**Other information**

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RUGBY HIGH SCHOOL ACADEMY FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the Trustees' report (incorporating the strategic report, and the Trustees' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the academy trust or returns adequate for our audit have not been received from academies 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 Trustees' responsibilities statement set out on page 17, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Rugby High School 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 charitable company or to cease operations, or have no realistic alternative but to do so.

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

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

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RUGBY HIGH SCHOOL ACADEMY FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)**

Based on our understanding of the Rugby High School Academy and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by the Rugby High School Academy, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities SORP 2019 and Academies Accounts Direction 2024 to 2025. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and the Rugby High School Academy's net income for the year.

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, including correspondence with the Department for Education, review of correspondence with legal advisors, enquiries of management and review of internal audit reports in so far as they related to the financial statements, and testing of journals and evaluating whether there was evidence of bias by the Trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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

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

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF RUGBY HIGH SCHOOL ACADEMY FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****Use of our report**

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



.....  
**Matthew Stephens**  
**Senior Statutory Auditor**  
**UHY Hacker Young (Birmingham) LLP, Statutory Auditor**  
**9-11 Vittoria Street**  
**Birmingham**  
**B1 3ND**

**28 November 2025**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO RUGBY HIGH SCHOOL ACADEMY AND THE SECRETARY OF STATE FOR EDUCATION FOR THE YEAR ENDED 31 AUGUST 2025**

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

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

**Respective responsibilities of Rugby High School Academy's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of the Rugby High School Academy's funding agreement with the Secretary of State for Education dated 24 March 2011, and the Academy Trust Handbook for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**Approach**

We conducted our engagement in accordance with the Framework and Guide for External Auditors and Reporting Accountants issued by the DfE, which requires a limited assurance engagement as set out in our engagement letter.

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

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

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

Summary of the work undertaken was as follows:

- Analytical review of the Academy Trust's general activities are within the Academy Trusts framework of authorities;
- Consideration of the evidence supporting the accounting officers statement on regularity, propriety and compliance;

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO RUGBY HIGH SCHOOL ACADEMY AND THE SECRETARY OF STATE FOR EDUCATION FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)**

**Approach (cont'd)**

- Review of the general control environment for the Academy Trust on financial statements and on regularity;
- Confirmation that a sample of expenditure has been appropriately authorised in accordance with the Academy Trust's delegated authorities;
- Formal representations obtained from the Board of Trustees and the accounting officer acknowledging the responsibilities including disclosing all non compliance with laws and regulations specific to the authorising framework;
- Confirmation that any extra contractual payments such as severance and compensation payments have been appropriately authorised;
- Review of credit card expenditure for any indication of personal use by staff, principal or trustees;
- Review of specific terms of grant funding within the funding agreement;
- Review of related party transactions for connections with the principal/finance manager or trustees;
- Review of income received in accordance with the activities permitted within the Academy Trust's charitable objectives.

**Conclusion**

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

UHY Hacker Young (Birmingham) LLP

.....  
**Reporting Accountant**

**UHY Hacker Young (Birmingham) LLP**

**9-11 Vittoria Street**

**Birmingham**

**B1 3ND**

**28 November 2025**

**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2025**  
**(Including Income and Expenditure Account)**

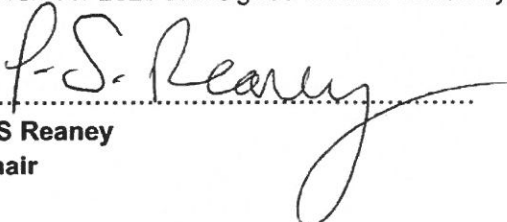
		Restricted				
		Unrestricted	Restricted	Fixed	Total	Total
	Note	Funds	General	Asset	2025	2024
		£'000	£'000	£'000	£'000	£'000
<b>Income from:</b>						
Donations and capital grants	3	19	-	59	78	35
Charitable activities:						
- Funding for the academy trust's educational operations	4	-	6,195	-	6,195	5,742
Other trading activities	5	99	-	-	99	84
Investment income	6	25	-	-	25	59
<b>Total</b>		<b>143</b>	<b>6,195</b>	<b>59</b>	<b>6,397</b>	<b>5,920</b>
<b>Expenditure on:</b>						
Raising funds	7	51	-	-	51	22
Charitable activities:						
- Academy trust's educational operations	7	-	6,478	204	6,682	6,231
<b>Total</b>		<b>51</b>	<b>6,478</b>	<b>204</b>	<b>6,733</b>	<b>6,253</b>
<b>Net income/(expenditure)</b>		<b>92</b>	<b>(283)</b>	<b>(145)</b>	<b>(336)</b>	<b>(333)</b>
Transfers between funds	15	(296)	194	102	-	-
<b>Other recognised gains and losses</b>						
Actuarial gain on defined benefit pension schemes	26	-	749	-	749	121
Asset ceiling adjustment	26	-	(802)	-	(802)	(154)
<b>Net movement in funds</b>		<b>(204)</b>	<b>(142)</b>	<b>(43)</b>	<b>(389)</b>	<b>(366)</b>
<b>Reconciliation of funds</b>						
<b>Total funds brought forward</b>	15	<b>411</b>	<b>142</b>	<b>7,661</b>	<b>8,214</b>	<b>8,580</b>
<b>Total funds carried forward</b>	15	<b>207</b>	<b>-</b>	<b>7,618</b>	<b>7,825</b>	<b>8,214</b>

All of the Rugby High School Academy's activities derive from acquisitions and continuing operations during the above two financial periods.

## BALANCE SHEET AS AT THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £'000	2024 £'000
<b>Fixed assets</b>			
Tangible assets	12	<u>7,618</u>	<u>7,661</u>
		<u>7,618</u>	<u>7,661</u>
<b>Current assets</b>			
Debtors	13	231	243
Cash at bank and in hand		<u>476</u>	<u>752</u>
		<u>707</u>	<u>995</u>
<b>Current liabilities</b>			
Creditors: Amounts falling due within one year	14	<u>(500)</u>	<u>(442)</u>
<b>Net current assets</b>		<u>207</u>	<u>553</u>
<b>Net assets excluding pension liability</b>		<u>7,825</u>	<u>8,214</u>
Defined benefit pension scheme liability	26	-	-
<b>Total Net Assets</b>		<u><u>7,825</u></u>	<u><u>8,214</u></u>
<b>Funds of the Academy:</b>			
<b>Restricted funds</b>			
- Fixed asset fund	15	7,618	7,661
- Restricted income fund	15	-	142
- Pension reserve	15	-	-
<b>Total Restricted Funds</b>		<u>7,618</u>	<u>7,803</u>
<b>Unrestricted income fund</b>	15	<u>207</u>	<u>411</u>
<b>Total Unrestricted Funds</b>		<u>207</u>	<u>411</u>
<b>Total Funds</b>		<u><u>7,825</u></u>	<u><u>8,214</u></u>

The financial statements on pages 24 to 46 were approved by the trustees and authorised for issue on 28 November 2025 and signed on their behalf by:

  
 P S Reaney  
 Chair

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2025

	Notes	2025 £'000	2024 £'000
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	19	(199)	(207)
Cash flows from investing activities	20	(77)	(27)
Cash flows from financing activities	21	-	-
Change in cash and cash equivalents in the reporting period		<u>(276)</u>	<u>(234)</u>
Cash and cash equivalents at 1 September	22	752	986
Cash and cash equivalents at 31 August	22	<u>476</u>	<u>752</u>

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025****1 Statement of Accounting Policies**

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

**Basis of Preparation**

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

Rugby High School Academy Trust meets the definition of a public benefit entity under FRS 102.

**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.

**Income**

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

**• 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 entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance sheet in the restricted fixed asset fund.

**• Sponsorship income**

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the Statement of Financial Activities in the period in which it is receivable, where receipt is probable and it can be measured reliably.

**• Donations**

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

**• Other income**

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

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****1 Statement of Accounting Policies (cont'd)****• Donated goods, facilities and services**

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'. Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy trust's accounting policies.

**Expenditure**

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

**• Expenditure on Raising Funds**

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

**• Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

**Tangible Fixed Assets**

Assets costing **£500** 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.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****1 Statement of Accounting Policies (cont'd)****Depreciation Policy**

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:

Depreciation is provided on the following bases:

Freehold property	- 2% to 20% on cost
Furniture and fixtures	- 20% on cost
Plant and machinery	- 15% on cost
Computer equipment	- 33% on cost

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.

**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.

**Stock**

Unsold uniforms and catering stocks are valued at the lower of cost or net realisable value.

**Cash at bank and in hand**

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

**Current 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. Current liabilities are recognised at the amount that the academy trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**Provisions**

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

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

**Investments**

Not applicable unless trust has a subsidiary.

**Financial Instruments**

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

*Financial assets* - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments. Amounts due to the academy trust's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

*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 note 14. 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. Amounts due to the academy trust's wholly owned subsidiary are held at face value less any impairment.

**NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)****1 Statement of Accounting Policies (cont'd)****Operating leases**

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

**Taxation**

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

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

**Pensions Benefits**

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

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

The LGPS is a multi funded employer scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to net income/expenditure are the current service costs and the costs of the 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.

**Fund Accounting**

Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objects of the Academy Trust at the discretion of the trustees. Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by 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.

**1 Statement of Accounting Policies (cont'd)****Critical accounting estimates and areas of judgement**

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

**Critical accounting estimates and assumptions**

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 26, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

**Critical areas of judgement**

The critical areas of judgement are accounting for government grants, accounting for the write down of assets through depreciation and accounting for the pension liability. Government grants are accounted for as restricted funds. The pension liability is assessed by an independent actuarial valuation. Depreciation rates are based on the expected life of the asset.

In assessing whether there have been any indicators of impairment assets, the Trustees have considered both external and internal sources of information such as market conditions, counterparty credit ratings and experience of recoverability. There have been no indicators of impairments identified during the current financial year.

**Agency Arrangements**

The academy trust acts as an agent in distributing 16-19 bursary funds from the DfE. Payments received from the DfE and subsequent disbursements to students are excluded from the statement of financial activities as the trust does not have control over the charitable application of the funds. In accordance with DfE guidelines the trust is permitted to use up to 5% of the bursary funds allocation towards its own administration costs. The funds received and paid and any balances held are disclosed in note 28.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

**2 GENERAL ANNUAL GRANT (GAG)**

Under the funding agreement with the Secretary of State the Rugby High School Academy was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2025 (see note 15).

**3 DONATIONS AND CAPITAL GRANTS**

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2025 £'000	Total 2024 £'000
DfE/ESFA capital grants	-	22	22	21
Other Capital Grants	-	37	37	-
Donations	19	-	19	14
	<u>19</u>	<u>59</u>	<u>78</u>	<u>35</u>

The income from donations and capital grants was £78,000 (2024: £35,000) of which £19,000 (2024: £14,000) was unrestricted, £Nil (2024: £Nil) restricted and £59,000 (2024: £21,000) restricted fixed assets.

**4 FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS**

	Unrestricted Funds £'000	Restricted Funds £'000	Total 2025 £'000	Total 2024 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG) (note 2)	-	3,561	3,561	3,389
General annual grant (GAG) post 16	-	1,711	1,711	1,580
Rates relief grant	-	33	33	31
<b>Other DfE/ESFA grants</b>				
Core schools budget grant	-	190	190	-
National insurance contributions grant	-	32	32	-
Pupil premium grant	-	64	64	54
Teachers pay grant	-	60	60	60
Teachers pension grant	-	184	184	107
Mainstream additional schools grant	-	-	-	117
Other DfE/ESFA grants	-	3	3	-
	<u>-</u>	<u>5,838</u>	<u>5,838</u>	<u>5,338</u>
<b>Other Government grants</b>				
Local authority grants	-	2	2	37
	<u>-</u>	<u>2</u>	<u>2</u>	<u>37</u>
<b>COVID-19 DfE/ESFA additional funding</b>				
Recovery Premium	-	-	-	13
	<u>-</u>	<u>-</u>	<u>-</u>	<u>13</u>
<b>Other income from the academy trust's educational operations</b>				
Transport income	-	79	79	78
Pupil catering income	-	276	276	276
	<u>-</u>	<u>355</u>	<u>355</u>	<u>354</u>
	<u>-</u>	<u>6,195</u>	<u>6,195</u>	<u>5,742</u>

The income from funding for the academy trust's Educational Operations was £6,195,000 (2024: £5,742,000) of which £Nil (2024: £Nil) was unrestricted and £6,195,000 (2024: £5,742,000) restricted.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

5 OTHER TRADING ACTIVITIES	Unrestricted	Restricted	Total	Total
	Funds	Funds	2025	2024
	£'000	£'000	£'000	£'000
Hire of facilities	38	-	38	35
Other income	61	-	61	49
	<u>99</u>	<u>-</u>	<u>99</u>	<u>84</u>

The income from the academy trust's other trading activities was unrestricted for both 2025 and 2024.

6 INVESTMENT INCOME	Unrestricted	Restricted	Total	Total
	Funds	Funds	2025	2024
	£'000	£'000	£'000	£'000
Bank interest received	25	-	25	59
	<u>25</u>	<u>-</u>	<u>25</u>	<u>59</u>

The income from the academy trust's investment activities was unrestricted for both 2025 and 2024.

7 EXPENDITURE	Staff Costs	Non Pay Expenditure		Total	Total
		Premises	Other Costs	2025	2024
		£'000	£'000	£'000	£'000
<b>Expenditure on raising funds</b>					
- Allocated support costs	-	-	51	51	22
	<u>-</u>	<u>-</u>	<u>51</u>	<u>51</u>	<u>22</u>
<b>Academy's educational operations</b>					
- Direct costs	4,519	-	336	4,855	3,944
- Allocated support costs	819	521	487	1,827	2,287
	<u>5,338</u>	<u>521</u>	<u>823</u>	<u>6,682</u>	<u>6,231</u>
	<u>5,338</u>	<u>521</u>	<u>874</u>	<u>6,733</u>	<u>6,253</u>

The expenditure was £6,733,000 (2024: £6,253,000) of which £51,000 (2024: £22,000) was unrestricted, £6,478,000 (2024: £6,013,000) restricted and £204,000 (2024: £218,000) restricted fixed assets.

	2025	2024
	£'000	£'000
<b>Net (income)/expenditure for the year includes:</b>		
Operating leases rentals	18	15
Depreciation	204	218
Fees payable to auditor for:		
- audit	9	9
- other services	3	3
	<u>3</u>	<u>3</u>

8 CHARITABLE ACTIVITIES	Total	Total
	2025	2024
	£'000	£'000
Direct costs - educational operations	4,855	3,944
Support costs - educational operations	1,827	2,287
	<u>6,682</u>	<u>6,231</u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

## 8 CHARITABLE ACTIVITIES (cont'd)

	Total 2025 £'000	Total 2024 £'000
<b>Analysis of Support Costs</b>		
Support staff costs	819	1,095
Depreciation	204	218
Technology costs	56	200
Premises costs	317	375
Other support costs	305	275
Governance costs	126	124
	<u>1,827</u>	<u>2,287</u>

## 9 STAFF COSTS

## a Staff costs and employee benefits

Staff costs during the year were:

	Total 2025 £'000	Total 2024 £'000
Wages and salaries	3,898	3,572
Social security costs	418	342
Pension costs	978	831
	<u>5,294</u>	<u>4,745</u>
Agency staff costs	44	69
	<u>5,338</u>	<u>4,814</u>

## b Staff severance contractual and non contractual payments

The academy trust paid no severance payments in the year (2024: none).

## c Special staff severance non contractual payments

The academy trust paid no non statutory/non contractual special severance payments during the year (2024: none).

## d Staff numbers

The average number of persons (including School Leadership Team) employed by the Academy during the year ended 31 August 2025 expressed as whole persons was as follows:

	2025 No	2024 No
<b>Charitable Activities</b>		
Teachers	58	59
Administration and support - including Teaching Assistants	97	108
Management	6	6
	<u>161</u>	<u>173</u>

## e Higher paid staff

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

	No	No
£60,001 - £70,000	5	3
£70,001 - £80,000	-	1
£80,001 - £90,000	2	1
£110,001 - £120,000	-	1
£120,001 - £130,000	1	-
	<u>1</u>	<u>-</u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

**9 STAFF COSTS (cont'd)****f Key management personnel**

The key management of the academy trust comprise the trustees and the Senior Leadership Team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £698,771 (2024: £645,117).

**10 RELATED PARTY TRANSACTIONS – TRUSTEES' REMUNERATION AND EXPENSES**

One or more Trustee has been paid remuneration or has received other benefits from an employment with the Academy Trust. 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.

	<u>2025</u>	<u>2024</u>
M Grady (Head Teacher and Trustee)		
Remuneration	£120,000 - £125,000	£110,000 - £115,000
Employers pension	£35,000 - £40,000	£30,000 - £35,000
A D Alonzi (Staff Trustee)		
Remuneration	£65,000 - £70,000	£60,000 - £65,000
Employers pension	£15,000 - £20,000	£15,000 - £20,000

Other related party transactions including Trustees are set out in note 27.

**11 TRUSTEES' AND OFFICERS' INSURANCE**

In accordance with normal commercial practice the academy has purchased insurance to protect trustees' and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £10,000,000 on any one claim. The cost of this insurance is included in the total insurance cost of the DfE's RPA scheme.

**12 TANGIBLE FIXED ASSETS**

	Assets Under Construction	Freehold Land & Buildings	Furniture & Equipment	Computer Equipment	Plant & Machinery	Total
<b>Cost</b>	£'000	£'000	£'000	£'000	£'000	£'000
At 1 September 2024	-	8,157	431	488	145	<b>9,221</b>
Additions	81	35	27	11	7	<b>161</b>
At 31 August 2025	<u>81</u>	<u>8,192</u>	<u>458</u>	<u>499</u>	<u>152</u>	<b><u>9,382</u></b>
<b>Depreciation</b>						
At 1 September 2024	-	670	317	475	98	<b>1,560</b>
Charged in year	-	161	26	10	7	<b>204</b>
At 31 August 2025	<u>-</u>	<u>831</u>	<u>343</u>	<u>485</u>	<u>105</u>	<b><u>1,764</u></b>
<b>Net book value</b>						
At 31 August 2025	<u>81</u>	<u>7,361</u>	<u>115</u>	<u>14</u>	<u>47</u>	<b><u>7,618</u></b>
At 31 August 2024	<u>-</u>	<u>7,487</u>	<u>114</u>	<u>13</u>	<u>47</u>	<b><u>7,661</u></b>

On the 31 August 2020 the land and buildings of Rugby High School were revalued from £5,730,000 to £8,120,000 using depreciated replacement cost, in accordance with the requirements of FRS102, which resulted in a gain of £2,390,000.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

<b>13 DEBTORS</b>	<b>2025</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>
Trade debtors	5	6
VAT recoverable	45	37
Prepayments and accrued income	178	190
Other debtors	3	10
	<u>231</u>	<u>243</u>

<b>14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	<b>2025</b>	<b>2024</b>
	<b>£'000</b>	<b>£'000</b>
Trade creditors	95	130
Other creditors	232	164
Taxation & social security	95	79
Accruals	56	53
Deferred income	22	16
	<u>500</u>	<u>442</u>

**Deferred Income**

Deferred income at 1 September 2024	16	25
Resources deferred in the year	22	16
Amounts recognised as income during the year	(16)	(25)
Deferred income at 31 August 2025	<u>22</u>	<u>16</u>

At the balance sheet date the academy was holding funds received in advance for additional educational classes £21,570 (2024: £15,974).

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

## 15 FUNDS

The income funds of the academy applied for specific purposes are as follows:

	Balance at 1 September 2024 £'000	Incoming Resources £'000	Resources Expended £'000	Gains, Losses & Transfers £'000	Balance at 31 August 2025 £'000
<b>Restricted general funds</b>					
General annual grant (note i)	124	3,561	(3,879)	194	-
General annual grant 16-19 (note i)	-	1,711	(1,711)	-	-
Pupil premium grant (note ii)	-	64	(64)	-	-
Teachers pension (note iii)	-	184	(184)	-	-
Teachers pay (note iv)	-	60	(60)	-	-
Core schools budget grant (note v)	-	190	(190)	-	-
Rates relief (note vi)	-	33	(33)	-	-
National insurance contributions grant (note vii)	-	32	(32)	-	-
Other DfE/ESFA (note viii)	-	3	(3)	-	-
Other restricted (note x)	-	355	(355)	-	-
LA special educational needs grant (ix)	-	2	(2)	-	-
Other LA Grants	18	-	(18)	-	-
<b>Total general funds</b>	<b>142</b>	<b>6,195</b>	<b>(6,531)</b>	<b>194</b>	<b>-</b>
<b>Restricted fixed asset funds</b>					
Fixed assets donation (note x)	4,108	-	(72)	-	4,036
Capital donations	2	-	(1)	-	1
Capital expenditure from GAG (note DfE/ESFA capital grants (note xii)	132	-	(29)	102	205
Other capital grants	3,419	22	(102)	-	3,339
	-	37	-	-	37
<b>Total fixed asset funds</b>	<b>7,661</b>	<b>59</b>	<b>(204)</b>	<b>102</b>	<b>7,618</b>
<b>Restricted pension scheme liability</b>					
Pension reserve (note xiv)	-	-	53	(53)	-
	-	-	53	(53)	-
<b>Total restricted funds</b>	<b>7,803</b>	<b>6,254</b>	<b>(6,682)</b>	<b>243</b>	<b>7,618</b>
<b>Unrestricted funds</b>					
Unrestricted funds	411	143	(51)	(296)	207
<b>Total unrestricted funds</b>	<b>411</b>	<b>143</b>	<b>(51)</b>	<b>(296)</b>	<b>207</b>
<b>Total funds</b>	<b>8,214</b>	<b>6,397</b>	<b>(6,733)</b>	<b>(53)</b>	<b>7,825</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

## 15 FUNDS (cont'd)

## Notes

- i) General Annual Grant must be used for the normal running costs of the School. Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it would carry forward at 31 August 2025. (see note 2)
- ii) Pupil Premium grant has been used to support children from low income families.
- iii) Teachers pension grant has been used to pay teachers pensions.
- iv) Teachers pay grant has been used to pay the increase to teachers pay.
- v) The Core schools budget grant has been used to support teacher and support staff pay awards.
- vi) Rates relief grant has been used to pay for rates.
- vii) The NIC grant has been used to offset the increased employer National Insurance contributions.
- viii) Other DfE/ESFA income used for the benefit of the academies education objectives.
- ix) Other LA income used for the benefit of the academies education objectives.
- x) Land and buildings were gifted to the Academy Trust upon conversion from Rugby Borough Council.
- xi) The gross transfer from the restricted general fund to the restricted fixed asset fund of £102,000 (2024: £83,000) represents the total capital expenditure from GAG during the year.
- xii) Restricted fixed assets were funded by government grants.
- xiv) The pension reserve represents the deficit on the Local Government Pension Scheme (see note 26).

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

	Balance at 1 September 2023 £'000	Incoming Resources Resources £'000	Resources Expended £'000	Gains, Losses & Transfers £'000	Balance at 31 August 2024 £'000
<b>Restricted general funds</b>	<b>529</b>	<b>3,389</b>	<b>(3,711)</b>	<b>(83)</b>	<b>124</b>
General annual grant	529	3,389	(3,711)	(83)	124
General annual grant 16-19	-	1,580	(1,580)	-	-
Pupil premium grant	-	54	(54)	-	-
Teachers pension	-	107	(107)	-	-
Teachers pay	-	60	(60)	-	-
Rates relief	-	31	(31)	-	-
Mainstream Schools Additional Grant	-	117	(117)	-	-
COVID-19 recovery premium	-	13	(13)	-	-
Other LA Grants	-	37	(19)	-	18
Other restricted	-	354	(354)	-	-
<b>Total general funds</b>	<b>529</b>	<b>5,742</b>	<b>(6,046)</b>	<b>(83)</b>	<b>142</b>
<b>Restricted fixed asset funds</b>					
Fixed assets donation	4,182	-	(74)	-	4,108
Capital donations	2	-	-	-	2
Capital expenditure from GAG	63	-	(14)	83	132
DfE/ESFA capital grants	3,528	21	(130)	-	3,419
<b>Total fixed asset funds</b>	<b>7,775</b>	<b>21</b>	<b>(218)</b>	<b>83</b>	<b>7,661</b>
<b>Restricted pension scheme liability</b>					
Pension reserve	-	-	33	(33)	-
	-	-	33	(33)	-
<b>Total restricted funds</b>	<b>8,304</b>	<b>5,763</b>	<b>(6,231)</b>	<b>(33)</b>	<b>7,803</b>
<b>Unrestricted funds</b>					
Unrestricted funds	276	157	(22)	-	411
<b>Total unrestricted funds</b>	<b>276</b>	<b>157</b>	<b>(22)</b>	<b>-</b>	<b>411</b>
<b>Total funds</b>	<b>8,580</b>	<b>5,920</b>	<b>(6,253)</b>	<b>(33)</b>	<b>8,214</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

**16 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

Fund balances at 31 August 2025 are represented by:

	Unrestricted Funds £'000	Pension Restricted Funds £'000	General Restricted Funds £'000	Fixed Assets Restricted Funds £'000	Total £'000
Tangible fixed assets	-	-	-	7,618	7,618
Current assets	207	-	500	-	707
Current liabilities	-	-	(500)	-	(500)
Non current liabilities	-	-	-	-	-
Pension scheme liability	-	-	-	-	-
	<b>207</b>	<b>-</b>	<b>-</b>	<b>7,618</b>	<b>7,825</b>

Fund balances at 31 August 2024 are represented by:

	Unrestricted Funds £'000	Pension Restricted Funds £'000	General Restricted Funds £'000	Fixed Assets Restricted Funds £'000	Total £'000
Tangible fixed assets	-	-	-	7,661	7,661
Current assets	411	-	584	-	995
Current liabilities	-	-	(442)	-	(442)
Non current liabilities	-	-	-	-	-
Pension scheme liability	-	-	-	-	-
	<b>411</b>	<b>-</b>	<b>142</b>	<b>7,661</b>	<b>8,214</b>

**17 CAPITAL COMMITMENTS**

	2025 £'000	2024 £'000
Contracted for, but not provided in the financial statements	-	-

**18 LONG TERM COMMITMENTS INCLUDING OPERATING LEASES****Operating leases**

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

	2025 Other £'000	2024 Other £'000
Amounts due within one year	22	18
Amounts due after five years	42	44
	<b>64</b>	<b>62</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

**19 RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2025	2024
	£'000	£'000
Net expenditure for the reporting period (as per the statement of financial activities)	(336)	(333)
Adjusted for:		
Depreciation (note 12)	204	218
Capital grants from DfE and other capital income	(59)	(21)
Interest receivable	(25)	(59)
Defined benefit pension scheme cost less contributions payable (note 26)	(42)	(29)
Defined benefit pension scheme finance cost (note 26)	(11)	(4)
Decrease/(increase) in debtors	12	(95)
Increase in creditors	58	116
<b>Net cash used in operating activities</b>	<b>(199)</b>	<b>(207)</b>

	2025	2024
	£'000	£'000
Interest received	25	59
Purchase of tangible fixed assets	(161)	(107)
Capital grants from DfE and other capital income	59	21
<b>Net cash used in investing activities</b>	<b>(77)</b>	<b>(27)</b>

	2025	2024
	£'000	£'000
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
<b>Net cash provided by/(used in) financing activities</b>	<b>-</b>	<b>-</b>

	At 31 Aug	At 31 Aug
	2025	2024
	£'000	£'000
Cash in hand and at bank	476	752
<b>Total cash and cash equivalents</b>	<b>476</b>	<b>752</b>

	At 1 Sept	Cash	At 31 Aug
	2024	Flows	2025
	£'000	£'000	£'000
Cash at bank	752	(276)	476
	<u>752</u>	<u>(276)</u>	<u>476</u>
Loans within one year	-	-	-
Loans greater than one year	-	-	-
	<u>752</u>	<u>(276)</u>	<u>476</u>

**24 CONTINGENT LIABILITIES**

During the period of the funding agreement between the Rugby High School Academy and the Secretary of State, in the event of the sale or disposal by other means of any asset for which a Government capital grant was received, the Rugby High School Academy is required either to reinvest the proceeds or to repay to the Secretary of State for Education the same proportion of the proceeds of the sale or disposal as equates with the proportion of the original cost met by the Secretary of State.

Upon termination of the funding agreement, whether as a result of the Secretary of State or the Rugby High School Academy serving notice, the Rugby High School Academy is obliged to repay to the Secretary of State sums determined by reference to:

- a) the value at that time of the Rugby High School Academy's sites and premises and other assets held for the purpose of the Rugby High School Academy; and
- b) the extent to which expenditure incurred in providing those assets was met by payments by the Secretary of State under the funding agreement.

**25 MEMBER LIABILITY**

Each member of the Rugby High School Academy undertakes to contribute to its assets 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.

## 26 PENSION AND SIMILAR OBLIGATIONS

Rugby High School 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 West Midlands Pension Fund. Both are defined multi employer benefit schemes.

As described in note 1 the LGPS obligation relates to the employees of the Rugby High School Academy, who were employees at the date of incorporation of the Academy Trust, and new employees who were eligible to, and did, join the scheme in the period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Trust's at the balance sheet date.

The total pension cost to the Academy during the year ended 31 August 2025 was £978,000 (2024: £831,000) of which £805,000 (2024: £665,000) relates to the TPS and £173,000 (2024: £166,000) relates to LGPS.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS to the period ended 31 March 2022.

Contributions amounting to £Nil were payable to the schemes at 31 August 2025 (2024: £Nil) and are included within other creditors.

### Teachers' Pension Scheme

#### Introduction

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

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

#### Valuation of the Teachers' Pension Scheme

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

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

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

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

**26 PENSION AND SIMILAR OBLIGATIONS (Cont'd)****Valuation of the Teachers' Pension Scheme (cont'd)**

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

The employer's costs paid to TPS in the period amounted to £805,000 (2024: £665,000).

A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has 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 scheme, with the assets held in a separate trustee administered funds. The total contributions made for the year ended 31 August 2025 was £287,000 (2024: £253,000) of which employers contributions totalled £226,000 (2024: £199,000) and employees contributions totalled £61,000 (2024: £54,000).

The agreed contributions for future years is an average of 25.4% to 26.4% (2024: 25.4% to 26.4%) for employers and a minimum of 5.5% to 12.5% (2024: 5.5% to 12.5%) for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding local government pension 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**

The major assumptions used by the actuary were:

	<b>At 31 August 2025</b>	<b>At 31 August 2024</b>
	<b>% per annum</b>	<b>% per annum</b>
Discount rate	6.05	5.00
Salary increases	3.70	3.65
Pension increase	<u>2.70</u>	<u>2.65</u>

Sensitivity analysis for the principal assumptions used to measure the scheme liabilities were as follows:

	<b>At 31 August 2025</b>	<b>At 31 August 2024</b>
	<b>Approx Change to Employers Liability £'000</b>	<b>Approx Change to Employers Liability £'000</b>
Discount rate reduced by 0.1% per annum	60	71
Salary increase rate increased by 0.1%	1	2
Pension increase rate increased by 0.1%	<u>61</u>	<u>71</u>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

## 26 PENSION AND SIMILAR OBLIGATIONS (cont'd)

The mortality assumptions used were as follows:

	At 31 August 2025 years	At 31 August 2024 years
Longevity at age		
- Men	22.7	22.5
- Women	24.2	24.2
Longevity at age		
- Men	21.7	21.5
- Women	25.8	25.7

Rugby High School Academy's share of the assets in the scheme were:

	Fair value at 31 August 2025 £'000	Fair value at 31 August 2024 £'000
Equity instruments	1,869	1,769
Debt instruments	1,341	1,083
Property	772	722
Cash and other liquid assets	81	36
<b>Total market value of assets</b>	<b>4,063</b>	<b>3,610</b>
Present value of scheme liabilities:		
- Funded	4,063	3,610
- Unfunded	-	-
<b>Total liabilities</b>	<b>4,063</b>	<b>3,610</b>
<b>Surplus in the scheme</b>	<b>-</b>	<b>-</b>

The actual return on the scheme assets in the year was a surplus of £248,000 (2024: £282,000 surplus).

Amounts recognised in the Statement of Financial Activities:

	2025 £'000	2024 £'000
Current service cost	184	170
Interest income	(185)	(169)
Interest cost	174	165
<b>Total amount recognised in the SoFA</b>	<b>173</b>	<b>166</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025 (cont'd)

## 26 PENSION AND SIMILAR OBLIGATIONS (cont'd)

	2025	2024
	£'000	£'000
<b>Changes in deficit during the year:</b>		
Balance at 1 September	-	-
Movement in year:		
- Employer service cost (net of employee contributions)	184	170
- Employer contributions	(226)	(199)
- Expected return on scheme assets	(185)	(169)
- Interest cost	174	165
- Actuarial gains	(749)	(121)
- Asset ceiling adjustment	802	154
<b>Deficit in the scheme at 31 August</b>	<u>-</u>	<u>-</u>
<b>Changes in the present value of defined benefit obligations were as follows:</b>		
Balance at 1 September	3,610	3,170
Scheme liabilities at admission date		
Current service cost	184	170
Interest cost	174	165
Contributions by scheme participants	61	54
Benefits paid	(82)	(95)
Actuarial gains	(686)	(8)
Asset ceiling adjustment	802	154
<b>Scheme liabilities at 31 August</b>	<u>4,063</u>	<u>3,610</u>
<b>Changes in the fair value of the share of scheme assets:</b>		
Balance at 1 September	3,610	3,170
Expected return on scheme assets	185	169
Actuarial losses	63	113
Contributions by employer	226	199
Benefits paid	(82)	(95)
Contributions by scheme participants	61	54
<b>Fair value of scheme assets at 31 August</b>	<u>4,063</u>	<u>3,610</u>

The estimated value of employer contributions for the year ended 31 August 2026 is £226,000 (2025: £199,000).

The fair value of the pension plan assets at 31 August 2025 is in excess of the present value of the defined benefit obligations at that date, giving rise to a net surplus of £1,019,000 (2024: £217,000). This surplus is recognised in the financial statements only to the extent that the academy trust can recover this surplus, either through a reduction in future contributions or through a refund to the academy trust.

The academy trust is not able to determine that future contributions will be reduced and it is not possible for the academy trust to receive a refund from the scheme, as the specific conditions for this have not been met. Therefore an asset ceiling is in place such that the surplus of £1,019,000 (2024: £217,000) is not recognised as an asset at 31 August 2025 and the net asset/liability recognised in the financial statements is capped at £Nil.

**27 RELATED PARTY TRANSACTIONS**

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

No related party transactions took place during the period with the trustees. No amounts are owed to or due from the trustees as at 31 August 2025.

**28 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 £18,793 (2024: £21,853) and disbursed £20,621 (2024: £28,741) from the fund. An amount of £Nil (2024: £Nil) was repaid to the DfE during the year in relation to undistributed funds. An amount of £3,764 (2024: £5,592) is included in other creditors relating to the undistributed funds that is repayable to the DfE.

**29 EVENTS AFTER THE END OF THE REPORTING PERIOD**

There are no material adjusting or non adjusting events arising after the balance sheet date.