

Company Registration Number: 07747149 (England & Wales)

SEAX TRUST

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

SEAX TRUST
(A Company Limited by Guarantee)

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REFERENCE AND ADMINISTRATIVE DETAILS

Members	Mark Ross Stanley Keller Kathryn Herlock Terry Quigley Daniel Woodman (appointed 18 March 2024)
Trustees	Sally Lockyer, Chair Ruth Sturdy, Chief Executive & Accounting Officer Anthony Cox (resigned 31 August 2024) Cathryn Adams Olga Marunchak (resigned 8 January 2024) Caroline Glasby Martin Dunn Terry Dignam (appointed 22 May 2024)
Company registered number	07747149
Company name	SEAX Trust
Principal and registered office	Seax Trust c/o Grove House School Sawyers Hall Lane Brentwood Essex CM15 9BZ
Company secretary	Catherine Burnside
Chief Executive and Accounting Officer	Ruth Sturdy
Senior Leadership Team	Ruth Sturdy, Chief Executive Officer Wendy Antoniou, Joint Chief Financial Officer Georgina Pryke, Head of Thriftwood School and College Lisa Christodoulides, Head of Grove House School Alice Constantine, Head of Kingswode Hoe School Tamsin Owens, Joint Chief Financial Officer Kim McWilliam, Director of Academy Improvement Kate Stannard, Director of HR Diane Rigg, Head of The Hawthorns School Alan Wells, Head of Langham Oaks and College Catherine Burnside, Director of Governance and Compliance
Independent Auditors	Price Bailey LLP Chartered Accountants Causeway House 1 Dane Street Bishop's Stortford Hertfordshire CM23 3BT

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Bankers

Lloyds Bank PLC
77-78 High Street
Chelmsford
Essex
CM1 1DU

Solicitors

Browne Jacobson LLP
Mowbray House
Castle Meadow Road
Nottingham
NG2 1BJ

SEAX TRUST
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their Annual Report together with the financial statements and Auditor's Report of the SEAX Trust ("the Charitable Company" or "the Trust") for the year to 31 August 2024. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

During the year to 31 August 2024 SEAX Trust comprised five special academies:

- Grove House School, Brentwood - 126 students in primary and secondary phase. The school also operates a Post 16 offer. Grove House was originally a parent-led free school. They provide a specialist education for children and young people with Speech, Language and Communication Needs.
- Kingswode Hoe School, Colchester – 158 students in primary and secondary phase. This school provides a specialist education for children and young people with moderate learning difficulties.
- Langham Oaks School, Colchester - 80 male students in primary and secondary phase. Langham Oaks provides a specialist education for boys with social, emotional and mental health needs. And has a residential provision for 4 nights a week, during term time, for 28 boys.
- Thriftwood School and College, (split site school) Chelmsford - 266 students in primary, secondary and post 16 phase. Thriftwood School and College provides an education for children and young people with Moderate Learning Difficulties.
- The Hawthorns School – 35 students (currently) with a PAN of 70 when the school opens in newly built accommodation in February 2025- a new free school for children with autism between the ages of 7 and 16 opened in January 2023 in temporary accommodation. The school caters for children and young people with autism spectrum conditions.

Structure, Governance and Management

Constitution

The Trust is a company limited by guarantee and an exempt charity. The Charitable Company's memorandum and articles of association are the primary governing documents. The Trustees of SEAX Trust are also the Directors of the Charitable Company for the purposes of company law. Within this report the terms Trustee and Director are interchangeable.

The operation of The Trust's Academies and employment of staff are the responsibility of the Trustees. The Trust retains control of Academy budgets and finances, and monitors these through its Resources, Audit and Risk Committee. Within this Report, the term Trustee refers to a member of the Board of Trustees.

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 1.

Promoting the Success of the Company

The trustees are mindful that the long-term success of the Trust is critically dependent on the way we work with a large number of notable stakeholders. This report sets out our focus on the key relationships and shows how engagement with them is addressed by the Board of Trustees, committees and work streams to help the Trust's decision making. It is important for all Trustees of the Board to gain sufficient understanding of the issues relating to every stakeholder so that their views are taken into account in Board discussions.

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' and Officers' Indemnities

The Trust has secured insurance cover through the Essex County Council suite of insurance provisions, underwritten by Zurich Insurance. The policy protects Trustees, Governors and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business.

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TRUSTEES' REPORT (CONTINUED)
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Method of Recruitment and Appointment or Election of Trustees

The arrangements are as set out in the Articles and Funding Agreement. As a multi academy trust, the Trustees have developed a model of governance which includes Members recruited from the community, a Trustee Board of Directors with representation from the individual academies and external appointees to create a Trustee Board which is independent of the individual academies.

When recruiting new Trustees, the Board gives consideration to the skills and experience mix of existing Trustees in order to ensure that the Board has the necessary skills to contribute fully to the Trust's development. In the past year, the Trust has used the services of Governors for Schools and the social media platform LinkedIn to successfully recruit prospective Trustees.

Terms of appointment to the Board and the Local Governance Groups will be for a period of four years from the date of their initial appointment. At the end of their four-year term, retiring Trustees/Governors are eligible for reelection for a further term. Parent Trustees/Governors remain on their respective bodies for the period of their appointment, even if their son or daughter has left the academies but must thereafter retire or be appointed in an alternative role.

Policies and Procedures Adopted for the Induction and Training of Trustees and Governors

All Trustees/Local Governance Group Members meet with key senior leaders including trustees, the CEO and members of the executive team. Over their first year, they have opportunities to meet with Headteachers and senior staff of our academies and are encouraged to attend courses and conferences to improve their knowledge and enhance their skills. All new governors and trustees are given access to Governor Hub. Trustee/LGG member training is a topic on the agenda for each meeting of the Board and LGGs and training and development is provided as appropriate.

All Trustees and local governors are invited to the annual Trust Conference where a range of training and development opportunities are offered. This is also an opportunity for staff from our academies to meet and share their views with Trustees.

Organisational Structure

The Trustees have responsibility for setting and monitoring the overall strategic direction of the Charitable Company and approving decisions reserved to Trustees. A detailed scheme of delegation for the Trust is reviewed annually. Terms of reference for The SEAX Trust have been drawn up and are also annually reviewed.

The Trustees meet the requirement to meet at least 3 times per year, and usually meet at least twice per academic term. All decisions reserved for the Trustees are taken by the Board as a whole. Two committees comprising board members carry out much of the remit of the Trustees – a Resources, Audit and Risk Committee (incorporating HR and Premises) and an Academy Improvement Committee (including Ofsted monitoring role). Each of the Committees meet at least 3 times each year, and usually six times a year with the meetings planned to be held prior to the Board meetings at which their business will be reported and recommendations presented. Furthermore, a Pay Committee meets three times a year, to approve Trust staff pay decisions as recommended by the CEO. CEO pay decisions are made at Board level.

In addition, Local Governance Groups (LGGs) or Executive Committees (ECs) have been established for the individual academies.

Each LGG/EC meets a minimum of 3 times each year. Terms of reference are well established and are continually reviewed.

The CEO is the Accounting Officer for the Trust and has strategic responsibility for and leads the Executive Team and the Senior Leadership Team. The Director of Academy Improvement works at a strategic level across all Trust schools and activities. All Directors work in a strategic level across the trust.

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FOR THE YEAR ENDED 31 AUGUST 2024

The CEO chairs a Headteachers Group which meets regularly to develop and review issues which strategically affect all academies, co-ordinating aims which apply to the whole Trust. This group forms an important part of the development of the strategic direction of the Trust as well as providing operational insights which the CEO reports back to the Trust Board for action or information as appropriate.

The document link to the trust website provides an overview of our strategic aims and basis for the work of the trust for the next three years (2024 – 2027). The document has been co-produced with Trustees, school leaders and the executive team at the SEAX Trust and has been shared with stakeholders.

The day-to-day management of The SEAX Trust rests with the CEO who has overall responsibility for the Trust. The CEO is responsible for establishing a Senior Leadership Team (SLT) for the Trust, including the Headteachers of the individual academies. The Headteachers have responsibility for establishing an SLT at their individual academies.

The School SLT line manage all the individual academy's staff. They also develop the schools' Academy Improvement Plan which is shared with and approved by the CEO. The AIPs detail strategic aims and academic targets as well as initiatives to further develop The SEAX Trust community.

The Responsible Officer role is performed by the Resources, Audit and Risk Committee as an oversight function in relation to the systems and processes of control and risk management that operate throughout the Academy Trust. The performance of detailed internal control reviews has been delegated to SBM Services Ltd. Detailed reports from these reviews have been provided to the CEO, the CFO and the Resource, Audit and Risk Committee for appropriate follow up action.

Arrangements for setting pay and remuneration of Key Management Personnel

The Board of Trustees Pay Committee is responsible for establishing the annual Pay Policy and has specific responsibility for setting the remuneration of the Trust CEO. In doing so, the Board uses benchmarks for the appropriate size of Multi-Academy Trust. It also compares salaries for CEOs of other MATs of a similar size and nature, both locally and nationally.

The Trust Board determines an appropriate salary for the CEO, having regard to all of the permanent responsibilities and challenges that are specific to the role, appropriate pay differentials with other staff and any other relevant considerations.

Remuneration for Headteachers of individual academies within the Trust is determined for the appropriate size of each academy through guidelines set by DfE. These are agreed by the Pay Committee with recommendations from the CEO. Remuneration of other senior academic staff is proposed by the headteacher of each academy and by the CEO for members of the Central Team (which is then ratified by the Board of Trustees) in line with nationally agreed current School Teacher Pay and Conditions and/or Local Government Pay and Conditions.

Trade Union Facility Time

During the academic year 2023/24, 1 employee of the Trust, with two contracts totalling 100% full time equivalent, acted as a union official. The employee spent 2 hours of their time on union facility. The total cost of facility time is £70 for the year.

Related Parties and other Connected Charities and Organisations

Owing to the nature of the Trust's operations and the composition of the Board of Trustees and LGG's being drawn from local public and private sector organisations and local stakeholders including parents and carers, it is inevitable that from time to time transactions will take place with organisations in which a Trustee or a Governor may have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Trust's financial regulations and normal procedures. Any transaction where the Trustee or Governor may have a pecuniary interest is only undertaken in accordance with the 'at cost' principle described in the Academy Trust Handbook.

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TRUSTEES' REPORT (CONTINUED)
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Engagement with Employees (Including disabled persons)

The Trustees recognise that our employees are fundamental and core to our business which is the delivery of high-quality education. Our success depends on attracting, retaining and motivating employees. Trustees consult on matters such as policy, pay, health, safety and welfare with staff and with the relevant support staff and teaching trades unions via meetings and through consultations. We also have a staff well-being committee which works with the Trust Executive to ensure that staff well-being is constantly under review and approaches developed over time.

The Trust provides information to employees generally by way of email, memoranda, a termly newsletter and staff meetings. Information is channelled via leadership meetings and staff briefings. Staff attend an annual conference where Trust priorities are presented and discussed.

Applications for employment by disabled persons are given full and fair consideration for all vacancies in accordance with their particular aptitude and abilities. Anonymous equality and diversity information is collected during the application process to ensure that the Trust can monitor progress. In the event of employees becoming disabled, reasonable adjustments are made to ensure they can remain as employees. Where this is not possible, every effort is made to retrain them in order that their employment within the Trust may continue. The Trust is a disability confident employer.

Engagement with Suppliers, Customers and Others

The Trust seeks to engage actively with all stakeholders in the local community and in the wider educational landscape. Collaborative relationships with suppliers, parent/ carers, educational partners and the local community are important to our success and collaboration is one of our six key drivers. During the year the Trust has further promoted this engagement through:

- Regular communication with parents/carers to enhance their understanding of the provision and to coordinate support and delivery.
- Engagement with other Trusts at local and national level to share best practice, offer peer to peer support and to learn from each other. In 2022/23 academic year the Trust joined Challenge Partners to further develop their links beyond their local area as part of this work.
- Engaging with local businesses as we prepare our young people for life after education. Seeking regular communication with suppliers to ensure good commercial practices.

Trustees role specifically in relation to this is to support high value procurement of suppliers for example, Trust wide IT infrastructure, administrative software and insurance. The Resources, Audit and Risk Committee, a subcommittee of the Board of Trustees, receives details of contracts, high value procedure best value analysis, related party transactions and areas of high spend via monthly management accounts. The Trust's robust procurement policy with delegated authorities are contained within the Scheme of Delegation. Academies regularly review suppliers to ensure best value for money.

Objectives and Activities

Objects and Aims

The Trust vision is that we are a Trust which:

- puts no limits on what we believe young people can achieve; creating opportunities and meeting individual needs so that our young people can live rich and fulfilled lives;
- values our staff and is committed to providing an environment which creates opportunities for professional growth and development;
- has the courage and drive to challenge and champion change to enable equal opportunity and equity for all;
- influences, respects, listens and acts and which in turn is known as a voice to listen to, act upon and respect.

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TRUSTEES' REPORT (CONTINUED)
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The principal object and aim of the Trust is the operation of a family of Academies to provide high quality education and care for pupils with special educational needs between the ages of 7 and 19.

The SEAX Trust has seven key drivers which drive all our work:

1. Ensuring an excellent education with a focus on meeting individual needs and where no limits are placed on achievement.
2. Young people are prepared for the future; for meaningful and suitable employment, self- advocacy and independent living.
3. Leadership at all levels including governance supports our academies and challenges them to better meet the needs of our children and young people.
4. Investing in our staff means that they are well equipped and passionate about providing the very best for all our young people.
5. Providing a safe, sustainable and stimulating environment in which we push the boundaries of what is possible through harnessing the power of edtech.
6. Collaboration and sharing are central to our belief that we all learn from each other.
7. Financial decisions are always made with our children and young people at the centre of our thinking which results in value for money

Our Values are:

Integrity Collaboration Excellence

Objectives, Strategies and Activities

During the year the Trust has worked towards these aims by:

- ensuring that every child enjoys the same high-quality education in terms of resourcing, staffing and care; ensuring that all staff are well trained and have a programme of continual professional development preparing our young people for life after education so they develop independence and self- advocacy, are prepared for the world of work, are healthy and know how to live a healthy life- style and so they are part of their local community.
- improving the effectiveness of each school by keeping the curriculum and organisational structure under continual review;
- providing value for money for the funds expended; and
- conducting the Trust's business in accordance with the highest standards of integrity.

Ofsted Inspection Outcomes

Academy	Inspection date	Inspection Type	Outcome
Thriftwood School and College	Jun-23	Section 8	Outstanding
Kingswode Hoe	Mar-22	Section 8	Good
Grove House	Dec-23	Section 8	Good
Langham Oaks	Oct-24	Section 5	Good
Hawthorns	N/A		

Public Benefit

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit.

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

Strategic Report

Achievements and Performance

The Trust continued its mission to ensure that students achieve at a level which reflects their considerable skills and abilities, encourage a wide range of extra-curricular activities; developed and retained suitable staff and prepared young people for a positive life after education.

Specific achievements were as follows:

- A wide range of accredited qualifications achieved by students across our schools including GCSEs, Entry Level Qualifications, Functional Skills and Duke of Edinburgh Awards. These are reviewed annually, and new qualifications added as appropriate. The Duke of Edinburgh Bronze Award was achieved by more pupils than ever this year.
- Very low NEET figures – very low numbers of students with very specific needs across the Trust. We have been developing our approach to work-related learning. All schools have joined Compass Plus to monitor their work towards Gatsby Benchmarks. Schools are beginning to explore approaches to work experience for our young people.
- A range of extra curricula activities in all schools including visits to sporting events, cultural events and work-related learning opportunities. In the past year schools' collaborated to produce Christmas bags of pupil made gifts as a joint project which were sold to stakeholders as part of an enterprise activity.
- The further development of a team of curriculum leads across the Trust who lead cross trust development groups and ensure a focus on the Trust key driver of collaboration at all levels.
- The Trust achieved Disability Confident Employer (Bronze).
- The Trust joined Challenge Partners and all headteachers have trained in reviewing and have a positive report following a review. Kingswode Hoe has achieved leading status for their work in the Technology curriculum area
- The Trust had a review of governance from the Good Governance Institute and have a governance development plan which reflects further developments for the governance of the Trust. This has led to further improvements in governance across the trust at local and Trust Board level
- The Hawthorns Free School has opened in temporary accommodation following many delays (as a result of changing costs and therefore financial discussions at DFE) This school is proving to be a great success despite the challenges of the accommodation available.

Key Performance Indicators (KPI)

The Trustees receive regular information at each committee meeting to enable them to monitor the performance of the Trust compared to aims, strategies and financial budgets.

Financial

As funding is based on pupil numbers this is a KPI. Pupil place numbers have increased for 2023-24 to 632, compared to 2022-23 which was 625 and 2021-22 which was 612.

A further KPI is staffing costs as a percentage of total recurring income. For 2023-24, this was 78% against set parameters of 80-85%. The Board of Trustees is confident that staffing levels are closely monitored to agreed Full Time Equivalent and staffing structures are all approved by them.

The Resources, Audit & Risk committee also monitors total income, place numbers, cash balances as a % of total income, current assets vs current liabilities and cash flow on a regular basis to ensure that the budget is set and managed appropriately. All of the above KPI's were within the parameters set by the Board.

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Non-Financial

- Attendance at National benchmarking for all schools
- Exclusion and suspensions below national levels for all schools
- Accreditation Outcomes - these cannot be benchmarked against national figures and so are benchmarked against expected outcomes and EHCP outcomes
- NEET Figures – against national benchmarking
- Outcomes of Curriculum and subject reviews
- Ofsted Inspection outcomes
- Outcomes against the Academy Improvement Framework
- Staff absence data compared across the Trust and against other available benchmarking data
- Gender Pay Gap data compared year-on-year and nationally within and outside the Education Sector
- Staff wellbeing is monitored regularly by use of internal surveys
- Retention and recruitment data compared across the Trust and against other available benchmarking data

The principal source of funding for the Trust is the GAG and other grants that it receives from the Education and Skills Funding Agency (ESFA). For the year ended 31 August 2024 the Trust received £15,111,781 of GAG and other income. A high percentage of this income is spent on wages and salaries and support costs to deliver the Trust's primary objective of the provision of education. During the year the Trust spent a total of £15,219,474 excluding depreciation and LGPS pension adjustments but including fixed assets purchased from GAG. A summary of the Trust's financial results are set out below:

	Restricted General Funds	Unrestricted Funds	Fixed Asset Fund	Pension Reserve	Total
Donation on transfer/conversion	-	-	-	-	-
Incoming Resources	14,676,330	319,170	116,281	-	15,111,781
Resources Expended	(14,540,438)	(180,812)	(17,317)	-	(14,738,567)
LGPS Charge	-	-	-	(698,000)	(698,000)
Depreciation	-	-	(1,003,053)	-	(1,003,053)
Employer Contributions	-	-	-	1,012,000	1,012,000
Total Resources Expended	(14,540,438)	(180,812)	(1,020,370)	314,000	(15,427,620)
Assets Purchased from GAG	(480,907)	-	480,907	-	-
Actuarial Gains	-	-	-	(314,000)	(314,000)
Surplus / (Deficit) for the year	(345,015)	138,358	(423,182)	-	(629,839)
Balance at 1 September 2023	2,126,883	855,249	34,663,705	-	37,645,837
Balance at 31 August 2024	1,781,868	993,607	34,240,523	-	37,015,998

Due to the accounting rules for the Local Government Pension Scheme under FRS102, the Academy is recognising a pension fund balance of £Nil. The surplus on the fund of £943,000 is not being recognised due to the impact of the asset ceiling. While there has been a significant increase in the opening surplus of £204,000 resulting from the application of actuarial assumptions, this does not guarantee that contribution rates will reduce and ease the cash flow effect on the Trust.

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TRUSTEES' REPORT (CONTINUED)
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Reserves Policy

The Trustees are aware of the requirement to balance current and future needs and always aim to set a balanced budget with annual income balancing annual expenditure. The Trustees consider it prudent to maintain a level of useable reserves sufficient to cover unexpected and unplanned events so that the Trust's primary objective is preserved. At the same time the Trustees wish to ensure that it uses its funding to benefit the students in its care which implies an imperative to consider actively the use of reserves to enhance educational provision.

The Trustees monitor estimated year-end carry forward figures via the monthly reports from the Chief Finance Officer. The budget plan identifies how any reserves carried forward will be allocated in the plan for the following academic year, including the identification of any funds restricted or designated for a specific project or purpose.

The Trust's current level of free reserves (total funds less the amount held in fixed assets and restricted funds) is £993,607 (2023: £855,251). This has been built up from a mixture of locally raised income and balances transferred from the predecessor schools.

The Trust's balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2024 was £2,775,473 (2023: £2,982,134).

The cash balance of the Trust has been very healthy all year, ending the year with a balance of £4,128,269 (2023: £3,761,327). A significant proportion of this cash is held against specific projects and is not available to meet normal recurring expenditure.

Investment Policy

A Reserves and Investment Policy was approved by the Board of Trustees in December 2023.

The aim of the policy is to ensure funds that the Trust does not immediately need to cover anticipated expenditure are invested to maximise the Trust's income but with minimal risk. The aim is to research where funds may be deposited applying prudence in ensuring there is minimum risk. The Trustees do not consider the investment of surplus funds as a primary activity, rather as good stewardship and as and when circumstances allow.

Principal Risks and Uncertainties

The Trustees maintain a risk register identifying the major risks to which the Trust and the individual Schools are exposed and identifying actions and procedures to mitigate those risks. A formal review of the risk register process is undertaken on an annual basis and the internal control systems and the exposure to said risks are monitored on behalf of the Trustees at each Resources, Audit & Risk Committee meeting. The principal risks facing the Trust are outlined below; those facing the Trust at an operational level are addressed by its systems and by internal financial and other controls.

The Trustees report that the Trust's financial and internal controls conform to guidelines issued by the ESFA, and that improvements to the wider framework of systems dealing with business risk and risk management strategy continue to be made and formally documented.

It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

As a group of academy schools, the level of financial risk is low. Cash flows can be reliably forecast, monitored and reported. Staff costs make up the majority of expenditure and are relatively stable with contingencies in place to cover such items as sickness and maternity.

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The Trustees assess the other principal risks and uncertainties facing the Trust as follows:

- the Trust has considerable reliance on continued Government funding through the ESFA and whilst there has been a small injection of additional funding this will not be enough to counteract the rise of the minimum wage, teachers pensions contribution rise and any other additional costs that the Government may choose to introduce;
- failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks;
- reputational - the continuing success of the Schools is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk, Trustees ensure that student progress and outcomes are closely monitored and reviewed;
- safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline;
- staffing - the success of the Schools is reliant on the quality of its staff and the Trustees monitor and review policies and procedures and recruitment to ensure continued development and training of staff as well as ensuring there is clear succession planning;
- Estates – the Trustees continue to ensure that the Trust's estate is safe, well maintained and complies with relevant regulations and continue to review and ensure appropriate experienced staff and measures are in place to mitigate these risks.
- fraud and mismanagement of funds - the Trustees have appointed SBM Services Ltd to carry out a programme of internal scrutiny which includes independent and external checks on financial systems and records as required by the Academy Trust Handbook. All finance staff receive training to keep up to date with financial practice requirements and develop their skills in this area;
- financial instruments – the Trust only deals with bank balances, cash and trade creditors, with limited trade (and other) debtors. The risk in this area is considered to be low; and
- defined benefit pension scheme liability – as the Government has agreed to meet the defined benefit pension liability of any school ceasing to exist the main risk to the Trust is the annual cash flow funding of part of the deficit. Trustees take these payments into account when setting the annual budget plan.

The Trust has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness.

Fundraising

SEAX Trust has a responsibility to ensure that all fundraising activities

- Are planned effectively. There is an agreed plan which takes account of risks, our values and our relationship with donors and the wider community
- Have clear paths of accountability. Systems are in place at each site for the monitoring of in house and external fundraising activities to ensure that they are in the best interest of SEAX Trust and comply with any standards that apply
- Protect our reputation, our money and our assets. Robust systems are in place to protect all of our schools from the risk of loss or fraud
- Comply with any laws or regulations that apply to SEAX Trust and to the type of fundraising activity being undertaken
- Adhere to the Fundraising Regulator's Code of Fundraising Practice
- Are open and accountable.

SEAX Trust recognises that grants and donations provide a valuable resource to its schools. Schools are aware that restricted donations/grants can only be spent on restricted activities. Clear and transparent reporting within the financial software system enables us to separate out all grant and donation income for the purposes of monitoring and audit.

The day-to-day management of fundraising is delegated to schools.

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Most fundraising activities are undertaken by the schools' 'Friends and Family Associations'. They are separate charities who raise money for their individual school. They are registered with the Charity Commission and must comply with their rules and regulations.

This often takes the form of bids to charities, public bodies and other foundations who provide grants for specific purposes. These grants usually require a monitoring return to confirm that the grant has been spent for the purpose it was given.

Donations are also received from individuals for specific educational purposes and from groups or other organisations that support a particular school. These can be in the form of goods or services as well as monetary gifts.

SEAX Trust has a policy on the giving and receiving of gifts and hospitality which clearly states procedures to be followed when a gift is received or is given. A register is kept and provided to auditors each year. Nil returns are required where no gifts have been given or received.

Energy and Carbon Reporting

UK Greenhouse gas emissions and energy use data for the period 1 September 2023 to 31 August 2024.

Energy consumption used to calculate emissions (kWh)	1,327,056
Scope 1 emissions in metric tonnes CO2e	
Gas/oil consumption	154
Owned transport-mini-buses	21
Total scope 1	175
Scope 2 emissions in metric tonnes CO2e	
Purchased electricity	92
Scope 3 emissions in metric tonnes CO2e	
Business travel in employee owned vehicles	7
Total gross emissions in metric tonnes CO2e	274
Intensity ratio	
Tonnes CO2e per pupil	0.43

Quantification and Reporting Methodology

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting.

Intensity measurement

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO2e per pupil, the recommended ratio for the sector.

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Measures taken to improve energy efficiency

Kingswode Hoe School has upgraded windows for double glazed units in sections of the building and installed solar panels on sections of their roof.

Thriftwood School has a rolling programme to replace existing lighting with energy efficient lighting and has installed new heating controls to provide greater control of usage.

Grove House School has reduced heating levels across the site and has a replacement programme for lighting to increase use of LED bulbs and sensors.

Langham Oaks is occupying a new building purpose built by the DfE with energy saving characteristics, including solar panels.

Both Langham Oaks and Grove House School have taken significant steps to become plastic free schools. Both schools grow vegetables for use in the kitchen and compost food waste.

Langham Oaks has initiated a scheme for their pupils to re-purpose used perspex. They collect perspex from schools in the Colchester area, shred it and produce new sheets that can be used again.

The Trust works with a government approved energy procurement partner to monitor spending and energy usage.

We have increased usage of video conferencing technology to reduce the need for travel between sites. Sustainability and carbon emissions was a workshop at our recent SEAX conference to raise awareness within the Trust and share good practice and ideas.

Plans for Future Periods

- The opening of The Hawthorns Special Free School new school building in Jan 2025 for children with autism increasing the number of pupils to 70 (The information from the DfE assumes that the school will be open in Feb 2025) with residential accommodation opening after easter 2025.
- The improvement of the learning environment at all our schools so that there is a positive and engaging learning environment for all young people this will include investment in digital solutions, the development of vocational curriculum with appropriate facilities, a plan for sustainability which will result in improvements to the environmental impact of our estate.
- The development of new local governance with a changed emphasis on the voice of stakeholders, quality of education and ensuring that our schools work within the vision, values and ethos of the SEAX Trust whilst still retaining their own identity.
- The development and expansion of our School Improvement function so that we develop capacity to support and challenge our schools and prepare to grow as a Trust in the future.
- Expansion and Growth, working in collaboration with the Local Authority and the Regional Director so that our schools increase their PAN and we welcome new schools into the Trust as convertor academies.

SEAX TRUST
(A Company Limited by Guarantee)

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

Auditor

Insofar as the trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 4 December 2024 and signed on its behalf by:

S Lockyer
Chair

Date:

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

As Trustees, we acknowledge we have overall responsibility for ensuring that SEAX 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.

Our Board has 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 CEO, 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 SEAX 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 7 times during the year.

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

Trustee	Meetings attended	Out of a possible
Sally Lockyer	6	7
Ruth Sturdy	6	7
Anthony Cox (resigned 31 August 2024)	7	7
Cathryn Adams	6	7
Olga Marunchak (resigned 8 January 2024)	0	2
Caroline Pardy	7	7
Martin Dunn	5	7
Terry Dignam (appointed 22 May 2024)	4	5

Review of year:

Olga Marunchak resigned as a Trustee on 8 January 2024

Daniel Woodman was appointed as a Member on 18 March 2024

Terry Dignam was appointed as a Trustee on 22 May 2024

Anthony Cox resigned as a Trustee on 31 August 2024

The Board approved the pay for the CEO and Headteachers to ensure that rigorous pay decisions are being made based upon effective governance and oversight.

The Board reviews and questions the quality of its data at each Committee meeting. The Academy Improvement Committee produces data on a school on a page basis, drawn from the Trust's management information system, Arbor. Trustees receive up to date data based on student numbers, attendance, exclusions and outcomes. The Academy Improvement Framework assesses each Academy's progress in attaining the Trusts' six key drivers.

The Resources, Audit and Risk Committee produces HR data on a page, showing staff numbers, turnover, absence and demographics. Monthly management accounts are produced providing variance analysis for each school's financial position against the budget submitted to the ESFA and monthly cashflow forecasts. The Board analyses regular benchmarking exercises against other academy performance using the government SRMSA tool and View my Financial Insights tool.

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

Conflicts of interest:

The Trustees maintain an up-to-date and complete register of interests. This is on the SEAX website and all school staff check this register before adding a new supplier to the finance system, PSF. Any changes to the register of Trustee interests are noted at the following Board meeting to it being declared.

Governance reviews:

After a governance review undertaken by the Good Governance Institute in July 2023, Trustees established a working group to consider recommendations, and an action plan was formulated. Changes were made to the structure of governance meetings to ensure a strategic focus. The Trust Board remains committed to self-evaluation and development and welcomes external oversight.

The Resources, Audit & Risk committee is a sub-committee of the main Board of Trustees.

During the year the following issues were dealt with by the committee:

- Annual budgetary setting and oversight,
- Kingswode Hoe window replacements, ensuring best value
- Thriftwood Kitchen project was carefully considered and recommended in principle for the Board for approval, to accommodate the changing cohort of learners
- Investigated and approved a SEAX Employee Development programme, provided by Education Mutual to enhance staff wellbeing, recruitment and retention
- Agreed a revised approach towards risk management across the Trust
- Oversight of three CIF bids relating to the Grove House roof, Thriftwood roof and Thriftwood fencing
- Staffing restructure within a SEAX academy to maximise efficiencies and enhance school improvement capacity
- Updating the finance regulations with regards to the Academies handbook, ensuring compliance-
- Approving the scope for the Internal Controls Evaluation for 23/24
- Reviewing the 22/23 Internal Control Evaluation report

During the year the following changes to the Committee took place:

Olga Marunchak stood down from the Committee in January 2024

Terry Dignam joined the Committee in May 2024

Anthony Cox stood down as Committee Chair on 31 August 2024. Martin Dunn agreed to become interim Chair of the Committee.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Ruth Sturdy	6	6
Olga Marunchak (resigned January 2024)	0	3
Martin Dunn	4	6
Anthony Cox (resigned August 2024)	6	6
Terry Dignam (appointed May 2024)	2	3

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Academy Improvement Committee is a sub-committee of the main Board of Trustees.

During the year the following issues were dealt with by the committee:

- Agreement of the Academy Improvement Framework to assess each Academy's progress in attaining the Trust's key drivers
- Trustees approved the term dates for all SEAX academies, ensuring sufficient compliance with directed time allocations as well as accommodating the SEAX Trust Conference at all academies for CPD and staff development.

Trustees were assured about the work of the Trust school effectiveness team was having a positive impact on the improvement journey of all the schools in the Trust

Trustees were assured that all matters relating the safeguarding including meeting statutory standards were met

There were no changes to the Academy Improvement Committee during the 2023-24 academic year.

Attendance during the year at meetings was as follows:

Trustee	Meetings attended	Out of a possible
Ruth Sturdy	6	6
Cathryn Adams	5	6
Sally Lockyer	4	6
Caroline Pardy	5	6

The Pay committee is a sub-committee of the main Board of Trustees. Its purpose is to:

- To agree and implement the Pay Policy for the Trust;
- To advise the Resources, Audit & Risk Committee on current and future pay levels;
- To ratify appropriate salary ranges and starting salaries in accordance with the Pay Policy;
- To ratify annual pay progress for Teachers (by 31 October at the latest), as set out in the Pay Policy, taking account of any recommendations made on the Performance Management Review statement, in accordance with the approved Pay Policy;
- To approve applications to be paid on the Upper Pay Range;
- To approve annual pay progress for the Headteacher (by 31 December at the latest), taking account of the recommendation made by the Headteacher's Performance Review Panel, following the annual review;
- To determine the application of national inflationary increases as required;
- To monitor and report to the full Board on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for pupils.

During the year the following issues were dealt with by the committee:

- The Trust Board approved the pay for the CEO, ensuring rigorous pay decisions based upon effective governance and oversight.
- Headteacher pay awards were approved, demonstrating effective monitoring oversight of the performance management and financial decisions relating to leadership pay at the Trust.

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of value for money

As Accounting Officer, the CEO has responsibility for ensuring that the Trust delivers good value in the use of public resources. The Accounting Officer understands that value for money refers to the educational and wider societal outcomes achieved in return for the taxpayer resources received.

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

- A continuing strong relationship between the Trust's academies, with the encouragement of collaboration between leadership and staff to continue to promote the sharing of ideas and strategies.
- The continuation of the centralised SEAX Trust ICT strategy for infrastructure and service continues to make cost savings by reducing duplication and increasing efficiency. The SEAX Trust ICT Strategy group meets regularly to discuss and promote centralised educational ICT policies and savings.
- Central Trust staff complete all DfE required consolidated returns and provide centralised finance and HR services for the academies. Where possible Government approved procurement frameworks are utilised.

The Trust continues to gain cost savings through centralisation of contracts, for example in the centralised budgeting software, MIS system, and copier contracts. The Trust works with a government approved energy procurement partner under a contract for gas and electricity, to provide stability for budgeting purposes. Regular benchmarking exercises have been carried out using the government SRMSA and View my Financial Insights portals.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in SEAX Trust for the year 1 September 2023 to 31 August 2024 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 Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the Trust's significant risks that has been in place for the year 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

The risk and control framework

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

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

SEAX TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

The risk and control framework (continued)

The Board of Trustees has decided to buy-in an internal audit service from SBM Services Ltd

The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the Trust's financial and other systems. In particular the checks carried out in the current period included:

- Income Postings and Funding Reconciliations
- Bank and Cash
- Staff Expenses
- VAT

On an annual basis, the reviewer reports to the Board of Trustees through the Resources, Audit and Risk committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares a summary report to the Committee outlining the areas reviewed, key findings, recommendations and conclusions to help the Committee consider actions and assess year on year progress.

During the year under review, minor weaknesses have been observed and modified procedures have been implemented to address all of the weaknesses identified.

Review of effectiveness

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

- the work of the Internal Auditor;
- the school resource management self-assessment tool;
- the work of the executive managers within the Trust who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditors;
- correspondence from ESFA e.g. FNtl/Ntl and 'minded to' letters.

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

Conclusion

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

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

S Lockyer
Chair

R Sturdy
Accounting Officer

Date: 4 December 2024

SEAX TRUST
(A Company Limited by Guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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

R Sturdy
Accounting Officer
Date: 4 December 2024

SEAX TRUST
(A Company Limited by Guarantee)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2024

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

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

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

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

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

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

Approved by the Board of Trustees and signed on its behalf by:

S Lockyer
Chair

Ruth Sturdy

Date: 4 December 2024

SEAX TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SEAX TRUST

Opinion

We have audited the financial statements of SEAX Trust (the 'Trust') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the Trust's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

SEAX TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SEAX TRUST (CONTINUED)

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

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

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

SEAX TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SEAX TRUST (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the Trust and the sector in which it operates and considered the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations. This included those regulations directly related to the financial statements, including financial reporting and tax legislation and academy sector regulations including GDPR, employment law, health and safety and safeguarding.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified. These included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we carried out testing of journal entries and other adjustments for appropriateness, and evaluating the business rationale of any large or unusual transactions to determine whether they were significant to our assessment.
- We reviewed key controls, authorisation procedures and decision making processes for any unusual or one-off transactions.
- We reviewed minutes of Trustee meetings and other relevant sub-committees of the Board and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of the Accounting Officer and senior management team to identify laws and regulations applicable to the Trust. We assessed details of any breaches where applicable in order to assess the impact upon the Trust.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

SEAX TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF SEAX TRUST (CONTINUED)

Use of our Report

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

Tom Meeks FCCA (Senior Statutory Auditor)

for and on behalf of

Price Bailey LLP

Chartered Accountants

Statutory Auditors

Causeway House

1 Dane Street

Bishop's Stortford

Hertfordshire

CM23 3BT

Date: 16 December 2024

SEAX TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SEAX TRUST
AND THE EDUCATION AND SKILLS FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 19 May 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by SEAX Trust during the year 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

Respective responsibilities of SEAX Trust's Accounting Officer and the Reporting Accountant

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

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2023 to 2024. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

Approach

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

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

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

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

The work undertaken to draw to our conclusion includes:

- An assessment of the risk of material irregularity, impropriety and non-compliance
- Consideration and corroboration of the evidence supporting the Accounting Officer's statement on regularity, propriety and compliance and how the Trust complies with the framework of authorities.
- Evaluation of the general control environment of the Academy Trust, extending the procedures required for financial statements to include regularity, propriety and compliance.
- Discussions with and representations from the Accounting Officer and other key management personnel.
- An extension of substantive testing from our audit of the financial statements to cover matters pertaining to regularity, in order to support the regularity conclusion, including governance, internal controls, procurement and the application of income.

SEAX TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO SEAX TRUST
AND THE EDUCATION & SKILLS FUNDING AGENCY (CONTINUED)**

Conclusion

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

Reporting Accountant
Price Bailey LLP
Chartered Accountants
Statutory Auditors

Date: 16 December 2024

SEAX TRUST
(A Company Limited by Guarantee)

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

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:						
Donations and capital grants	4	25,662	176,535	116,281	318,478	342,786
Other trading activities	6	156,939	-	-	156,939	95,796
Investments	7	44,890	-	-	44,890	4,319
Charitable activities	4	91,679	13,995,795	-	14,087,474	12,859,306
Boarding activities	29	-	504,000	-	504,000	504,000
Total income		319,170	14,676,330	116,281	15,111,781	13,806,207
Expenditure on:						
Charitable activities	8	180,814	13,589,841	1,020,370	14,791,025	13,461,355
Provision of boarding activities	29	-	636,597	-	636,597	606,324
Total expenditure		180,814	14,226,438	1,020,370	15,427,622	14,067,679
Net income / (expenditure)		138,356	449,892	(904,089)	(315,841)	(261,472)
Transfers between funds	19	-	(480,907)	480,907	-	-
Net movement in funds before gains / (losses)		138,356	(31,015)	(423,182)	(315,841)	(261,472)
Actuarial gains on defined benefit pension schemes	25	-	414,000	-	414,000	1,776,000
Pension surplus not recognised	25	-	(728,000)	-	(728,000)	(204,000)
Net movement in funds		138,356	(345,015)	(423,182)	(629,841)	1,310,528

SEAX TRUST
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
(CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
Note					
Reconciliation of funds:					
Total funds brought forward	855,251	2,126,883	34,663,705	37,645,839	36,335,311
Net movement in funds	138,356	(345,015)	(423,182)	(629,841)	1,310,528
Total funds carried forward	<u>993,607</u>	<u>1,781,868</u>	<u>34,240,523</u>	<u>37,015,998</u>	<u>37,645,839</u>

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

The notes on pages 32 to 61 form part of these financial statements.

SEAX TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 07747149

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	15	34,170,803	34,649,780
Current assets			
Stocks	16	4,588	1,268
Debtors	17	415,185	314,967
Cash at bank and in hand		4,128,269	3,761,327
		4,548,042	4,077,562
Creditors due within one year	18	(1,702,847)	(1,081,503)
Net current assets		2,845,195	2,996,059
Total net assets		37,015,998	37,645,839
Funds of the Trust			
Restricted funds:			
Fixed asset funds	19	34,240,523	34,663,705
Restricted income funds	19	1,781,868	2,126,883
Total restricted funds	19	36,022,391	36,790,588
Unrestricted income funds	19	993,607	855,251
Total funds		37,015,998	37,645,839

The financial statements on pages 28 to 61 were approved and authorised for issue by the Trustees and are signed on their behalf, by:

S Lockyer
Chair

Date: 4 December 2024

The notes on pages 32 to 61 form part of these financial statements.

SEAX TRUST
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by operating activities	21	747,164	959,247
Cash flows from investing activities	22	(380,222)	(379,375)
Change in cash and cash equivalents in the year		366,942	579,872
Cash and cash equivalents at the beginning of the year		3,761,327	3,181,455
Cash and cash equivalents at the end of the year	23, 24	<u>4,128,269</u>	<u>3,761,327</u>

The notes on pages 32 to 61 form part of these financial statements

SEAX TRUST
(A Company Limited by Guarantee)

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

1. General information

SEAX Trust is a private company limited by guarantee incorporated in England and Wales under the Companies Act 2006. The address of its registered office is Seax Trust c/o Grove House School, Sawyers Hall Lane, Brentwood, Essex, United Kingdom, CM15 9BZ. The place of business is at each of the individual school sites within the Trust.

The financial statements are presented in pounds sterling, which is the functional currency of the company and rounded to the nearest pound.

The principal activity of the Trust during the period was the provision of education.

2. Accounting policies

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

2.1 Basis of preparation of financial statements

The financial statements of the Trust, which is a public benefit entity under FRS 102, have been prepared under the historic cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2023 to 2024 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

2.2 Company status

The Trust is a company limited by guarantee, registered in England & Wales. The Members are noted on page 1. In the event of the Trust being wound up, the liability in respect of the guarantee is limited to £10 per Member. The Trust's registered office is Grove House School, Sawyers Hall Lane, Brentwood, Essex, CM15 9BZ

2.3 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 Trust 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 Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

SEAX TRUST
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.4 Income

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

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

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

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

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

Where a 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 Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Trust's accounting policies.

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.

2.5 Interest receivable

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

SEAX TRUST
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.6 Expenditure

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

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

All resources expended are inclusive of irrecoverable VAT.

- **Charitable activities**

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

2.7 Taxation

The 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 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.

2.8 Tangible fixed assets

Assets costing £5,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

SEAX TRUST
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.8 Tangible fixed assets (continued)

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:

Long-term leasehold property	- 25-125 years
Furniture and equipment	- 5 years
Computer equipment	- 3 years
Motor vehicles	- 5 years

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

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use and reclassified to freehold or leasehold land and buildings.

2.9 Debtors

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

2.10 Cash at bank and in hand

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

2.11 Liabilities

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the 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.

2.12 Financial instruments

The Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the 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 17. Prepayments are not financial instruments.

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

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

SEAX TRUST
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.13 Operating leases

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

2.14 Pensions

Retirement benefits to employees of the 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 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 an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded multi-employer scheme and the assets are held separately from those of the Trust in separate Trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each Balance Sheet date. The amounts charged to operating deficit are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability 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.

If pension scheme assets are more than liabilities a surplus is recognised only to the extent that the academy trust is able to recover the surplus either through reduced contributions in the future or through refunds from the scheme. Any change in the restriction of the surplus is an actuarial gain or loss and is recognised in other recognised gains and losses.

SEAX TRUST
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.15 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

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

3. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

The 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 or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

At the balance sheet date the pension scheme assets were more than the liabilities, resulting in a surplus. It was necessary to determine the extent to which this surplus was capable of being recovered either through reduced contributions in the future or through refunds from the scheme. A refund is only available on ceasing to participate in the scheme, which is not practicably possible whilst the academy trust continues in operation due to the requirement to provide access to the scheme to relevant employees and would not be possible if the trust were to cease operations as these operations would be transferred to another academy trust that would take over any asset. With regard to reductions in contributions the Trust is pooled with other trusts in the setting of its contribution rates under the scheme. In addition the Trust considers there to be a minimum funding requirement in respect of its contributions. Consequently the Trust does not consider that it is able to recover the surplus through reduced contributions in the future and has therefore restricted the surplus recognised to £nil.

SEAX TRUST
(A Company Limited by Guarantee)

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

4. Income from donations and capital grants

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	25,662	176,535	-	202,197	73,324
Capital grants	-	-	116,281	116,281	269,462
Total 2024	<u>25,662</u>	<u>176,535</u>	<u>116,281</u>	<u>318,478</u>	<u>342,786</u>
Total 2023	<u>24,286</u>	<u>49,038</u>	<u>269,462</u>	<u>342,786</u>	

In 2023, £24,286 of donations were unrestricted and £49,038 of donations were restricted, and capital grants of £269,462 were made entirely to restricted fixed asset funds.

SEAX TRUST
(A Company Limited by Guarantee)

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

5. Funding for the Trust's charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
DfE/ESFA grants				
General Annual Grant (GAG)	-	5,559,889	5,559,889	5,351,224
Other DfE/ESFA grants				
16-19 Funding	-	850,000	850,000	850,000
Pupil Premium	-	301,370	301,370	289,390
Other DfE/ESFA	-	106,405	106,405	133,539
Rates Relief	-	8,732	8,732	6,952
Recovery Premium	-	274,102	274,102	261,830
Start Up grant	-	54,750	54,750	88,750
Teachers Pay grant	-	201,592	201,592	-
Teachers Pension grant	-	178,027	178,027	-
	-	7,534,867	7,534,867	6,981,685
Other Government grants				
Local Authority grants	-	6,460,928	6,460,928	5,783,083
	-	6,460,928	6,460,928	5,783,083
Other income from the Trust's educational operations				
Catering income	91,679	-	91,679	94,538
	91,679	-	91,679	94,538
	91,679	13,995,795	14,087,474	12,859,306
Total 2023	94,538	12,764,768	12,859,306	

In 2023, catering income was unrestricted and all other income was restricted.

SEAX TRUST
(A Company Limited by Guarantee)

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

6. Income from other trading activities

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from trading activities	137,833	137,833	83,806
Hire of facilities	15,056	15,056	11,990
Insurance Income	4,050	4,050	-
	156,939	156,939	95,796
	95,796	95,796	
Total 2023			

In 2023, income from other trading activities was entirely unrestricted.

7. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Investment income	44,890	44,890	4,319
	4,319	4,319	
Total 2023			

In 2023, all investment income was unrestricted.

SEAX TRUST
(A Company Limited by Guarantee)

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

8. Expenditure

	Staff Costs 2024 £	Premises 2024 £	Other 2024 £	Total 2024 £	Total 2023 £
Provision of Education					
Direct costs	8,280,908	-	921,501	9,202,409	8,026,873
Support costs	2,521,813	1,254,025	1,812,778	5,588,616	8,661,576
Boarding activities:					
Direct costs	459,500	-	-	459,500	368,069
Support costs	68,867	44,589	63,641	177,097	135,931
	<u>11,331,088</u>	<u>1,298,614</u>	<u>2,797,920</u>	<u>15,427,622</u>	<u>17,192,449</u>
Total 2023	<u>10,640,644</u>	<u>1,964,768</u>	<u>4,587,037</u>	<u>17,192,449</u>	

In 2024, expenditure totalling £180,815 is unrestricted (2023: £170,776), £14,226,437 is restricted (2023: £12,899,846) and £1,020,370 relates to the restricted fixed asset fund (2023: £997,057).

In 2023, direct costs from educational operations consisted of £7,554,072 staff costs and £776,037 other costs.

In 2023, support costs from educational operations consisted of £2,579,582 staff costs, £1,926,456 premises costs and £635,208 other costs.

In 2023, boarding school costs consisted of £516,990 staff costs, £38,312 premises costs and £51,022 other costs.

9. Charitable Activities

	2024 £	2023 £
Direct costs	9,202,409	8,320,109
Support costs	5,588,616	5,141,246
	<u>14,791,025</u>	<u>13,461,355</u>

SEAX TRUST
(A Company Limited by Guarantee)

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

	2024 £	2023 £
Analysis of support costs		
Support staff costs	2,521,813	2,579,582
Depreciation	1,003,053	997,057
Technology	407,421	97,635
Premises	1,254,025	929,399
Other costs	373,328	505,684
Governance	28,976	31,889
Total	5,588,616	5,141,246
 10. Net income/(expenditure)		
Net income/(expenditure) for the year includes:		
	2024 £	2023 £
Operating lease rentals	43,414	32,280
Depreciation of tangible fixed assets	1,003,053	997,057
Loss on disposal of tangible fixed assets	17,317	-
Fees paid to auditors for:		
- audit	14,295	13,360
- other services	10,020	9,624
	14,315	22,984

SEAX TRUST
(A Company Limited by Guarantee)

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

11. Staff

a. Staff costs and employee benefits

Staff costs during the year were as follows:

	2024 £	2023 £
Wages and salaries	8,490,585	7,839,004
Social security costs	810,896	721,672
Pension costs	1,735,599	1,809,365
	<u>11,037,080</u>	<u>10,370,041</u>
Agency staff costs	280,018	266,825
Staff restructuring costs	13,990	3,778
	<u>11,331,088</u>	<u>10,640,644</u>

Staff restructuring costs comprise:

	2024 £	2023 £
Redundancy payments	13,990	-
Severance payments	-	3,778
	<u>13,990</u>	<u>3,778</u>

b. Severance payments

The Trust paid no severance payments in the year (2023 - 1), disclosed in the following bands:

	2024 No.	2023 No.
£0 - £25,000	-	1
	<u>-</u>	<u>1</u>

c. Special staff severance payments

Included in staff restructuring costs are special severance payments totalling £Nil (2023: £3,778).

SEAX TRUST
(A Company Limited by Guarantee)

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

11. Staff (continued)

d. Staff numbers

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

	2024 No.	2023 No.
Management	22	17
Teachers	72	75
Admin & support	219	198
	313	290

e. Higher paid staff

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

	2024 No.	2023 No.
In the band £60,001 - £70,000	9	5
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	3	2
In the band £90,001 - £100,000	2	2
In the band £100,001 - £110,000	-	1
	-	1

f. Key management personnel

The key management personnel of the Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Trust was £992,859 (2023 - £965,197).

SEAX TRUST
(A Company Limited by Guarantee)

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

12. Central services

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

- Corporate governance and reporting
- Education and leadership support services
- HR and legal services
- Financial support services
- IT support
- Other administrative services as arising

The Trust charges for these services on the following basis:

From pupil lead income as following: 5% of the total General Annual Grant and 5% of the top up funding.

The actual amounts charged during the year were as follows:

	2024 £	2023 £
Thriftwood Academy - Central services	261,981	196,205
Langham Oaks School - Central services	172,395	135,948
Grove House School - Central services	164,089	123,697
Kingswode Hoe School - Central services	147,548	109,185
The Hawthorns School - Central services	74,902	19,300
Total	820,915	584,335

13. Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Trust. The CEO only receives remuneration in respect of services they provide undertaking the role of CEO under their contract of employment. The value of Trustee remuneration and other benefits was as follows:

	2024 £	2023 £
Ruth Sturdy , Chief Executive and Accounting Officer	85,000 -	80,000 -
	90,000	85,000
Pension contributions paid	20,000 -	15,000 -
	25,000	20,000

During the year ended 31 August 2024, expenses totalling £Nil were reimbursed or paid directly to non Trustee Trustees (2023 - £56 to 1 Trustee).

SEAX TRUST
(A Company Limited by Guarantee)

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

14. Trustees' and Officers' insurance

In accordance with normal commercial practice, the Trust 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 £2,500,000 and the cost for the period ended 31 August 2024 was £1,000 (2023: £1,120 for cover of up to £5,000,000). The cost of this insurance is included in the total insurance cost.

15. Tangible fixed assets

	Long-term leasehold property £	Assets under construction £	Furniture and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost or valuation						
At 1 September 2023	38,050,940	11,501	1,499,490	858,245	117,123	40,537,299
Additions	-	253,749	107,366	180,278	-	541,393
Disposals	-	-	(34,450)	(208,984)	(1,200)	(244,634)
Transfers between classes	-	(20,317)	20,317	-	-	-
At 31 August 2024	<u>38,050,940</u>	<u>244,933</u>	<u>1,592,723</u>	<u>829,539</u>	<u>115,923</u>	<u>40,834,058</u>
Depreciation						
At 1 September 2023	4,028,506	-	1,063,365	699,808	95,840	5,887,519
Charge for the year	704,907	-	177,118	107,829	13,199	1,003,053
On disposals	-	-	(18,464)	(208,073)	(780)	(227,317)
At 31 August 2024	<u>4,733,413</u>	<u>-</u>	<u>1,222,019</u>	<u>599,564</u>	<u>108,259</u>	<u>6,663,255</u>
Net book value						
At 31 August 2024	<u>33,317,527</u>	<u>244,933</u>	<u>370,704</u>	<u>229,975</u>	<u>7,664</u>	<u>34,170,803</u>
At 31 August 2023	<u>34,022,434</u>	<u>11,501</u>	<u>436,125</u>	<u>158,437</u>	<u>21,283</u>	<u>34,649,780</u>

16. Stocks

	2024 £	2023 £
Catering and uniform stock	<u>4,588</u>	<u>1,268</u>

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FOR THE YEAR ENDED 31 AUGUST 2024**

17. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	38,614	33,282
Other debtors	20,909	2,469
Prepayments and accrued income	286,816	228,151
VAT recoverable	68,846	51,065
	415,185	314,967
	415,185	314,967

18. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	371,028	157,744
Other taxation and social security	217,618	167,302
Other creditors	137,950	151,901
Accruals and deferred income	976,251	604,556
	1,702,847	1,081,503
	1,702,847	1,081,503
	2024 £	2023 £
Deferred income brought forward	41,615	6,971
Resources deferred during the year	501,968	41,615
Amounts released from previous periods	(41,615)	(6,971)
Deferred income carried forward	501,968	41,615
	501,968	41,615

The majority of resources deferred at the period end relate to Teachers Pay and Pension grants received in advance.

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**NOTES TO THE FINANCIAL STATEMENTS
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19. Statement of funds

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
Designated funds						
Capital projects	580,000	-	-	-	-	580,000
General funds						
Unrestricted funds	275,251	319,170	(180,814)	-	-	413,607
Total Unrestricted funds	855,251	319,170	(180,814)	-	-	993,607
Restricted general funds						
General Annual Grant (GAG)	2,084,526	5,559,890	(5,529,703)	(414,707)	-	1,700,006
Pupil premium	(6,388)	301,370	(294,982)	-	-	-
Other DfE/ESFA grants	(17,131)	494,757	(463,624)	-	-	14,002
Other grants	2,464	6,964,926	(6,967,390)	-	-	-
Start Up grant	63,412	54,750	(118,162)	-	-	-
Restricted donations	-	176,535	(42,475)	(66,200)	-	67,860
Recovery premium	-	274,102	(274,102)	-	-	-
16-19 Budget Share	-	850,000	(850,000)	-	-	-
Pension reserve	-	-	314,000	-	(314,000)	-
	2,126,883	14,676,330	(14,226,438)	(480,907)	(314,000)	1,781,868
Restricted fixed asset funds						
Restricted fixed asset fund	34,649,780	-	(1,020,370)	541,394	-	34,170,804
Devolved formula capital	13,925	51,413	-	-	-	65,338
Other capital grants	-	64,868	-	(60,487)	-	4,381

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**NOTES TO THE FINANCIAL STATEMENTS
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19. Statement of funds (continued)

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
	34,663,705	116,281	(1,020,370)	480,907	-	34,240,523
Total Restricted funds	36,790,588	14,792,611	(15,246,808)	-	(314,000)	36,022,391
Total funds	37,645,839	15,111,781	(15,427,622)	-	(314,000)	37,015,998

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

General Annual Grant (GAG) and 16-19 Budget Share

This represents funding from the ESFA to cover the costs of recurrent expenditure.

Under the funding agreement with the Secretary of State, the Trust was not subject to a limit on the amount of GAG it could carry forward at 31 August 2024.

Other DfE and ESFA funding

This represents funding received from the DfE/ESFA which is restricted in nature and falls outside the scope of core funding.

Pupil Premium

This represents funding to be used to help raise achievement and improve outcomes for pupils from low income families who are eligible for free school meals.

Start up grant

This represents funding for a new school, The Hawthorns School, that opened in January 2023.

Other grants and Boarding

This represents the restricted grant funding largely received from Essex County Council as a contribution towards the cost of the Trust's revenue expenditure.

Restricted donations

This represents contributions made by parents towards the running costs of trips for the pupils of the schools and the associated costs.

Pension reserve

This represents the Trust's share of the deficit on the Local Government Pension Scheme (LGPS).

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19. Statement of funds (continued)

Restricted fixed asset fund

This fund represents the value of fixed assets held in line with the charitable objectives of the Trust. Transfers in represent capitalisation of expenditure incurred from various different funds.

Devolved Formula Capital

This represents funding received from the ESFA specifically for the maintenance and improvement of the Trust's building and facilities.

Other ESFA capital grants

This represents CIF funding received from the ESFA for the purpose of the acquisition of tangible fixed assets.

Other capital grants

This represents capital funding received from other sources for the purpose of the acquisition of tangible fixed assets.

Designated fund

These funds have been designated by Trustees, for the purpose of funding future capital projects in the 23/24 financial year for Thriftwood School and College, Grove House School and Langham Oaks School.

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19. Statement of funds (continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Unrestricted funds						
Designated funds						
Capital projects	-	-	-	580,000	-	580,000
General funds						
Unrestricted funds	807,088	218,939	(170,776)	(580,000)	-	275,251
Total Unrestricted funds	807,088	218,939	(170,776)	-	-	855,251
	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Restricted general funds						
General Annual Grant (GAG)	1,789,165	5,351,224	(4,713,560)	(342,303)	-	2,084,526
Pupil premium	-	289,390	(295,778)	-	-	(6,388)
Other DfE/ESFA grants	15,169	140,491	(172,791)	-	-	(17,131)
Other grants	1,399	6,287,083	(6,286,018)	-	-	2,464
Start Up grant	139,493	88,750	(164,831)	-	-	63,412
Restricted donations	-	49,038	(49,038)	-	-	-
Recovery premium	-	261,830	(261,830)	-	-	-
16-19 Budget Share	-	850,000	(850,000)	-	-	-
Pension reserve	(1,466,000)	-	(106,000)	-	1,572,000	-
	479,226	13,317,806	(12,899,846)	(342,303)	1,572,000	2,126,883

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**NOTES TO THE FINANCIAL STATEMENTS
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19. Statement of funds (continued)

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Restricted fixed asset funds						
Restricted fixed asset fund	34,993,681	-	(997,057)	653,156	-	34,649,780
Devolved formula capital	11,493	138,862	-	(136,430)	-	13,925
Other ESFA capital grants	31,773	130,600	-	(162,373)	-	-
Other capital grants	12,050	-	-	(12,050)	-	-
	<u>35,048,997</u>	<u>269,462</u>	<u>(997,057)</u>	<u>342,303</u>	<u>-</u>	<u>34,663,705</u>
Total Restricted funds	<u>35,528,223</u>	<u>13,587,268</u>	<u>(13,896,903)</u>	<u>-</u>	<u>1,572,000</u>	<u>36,790,588</u>
Total funds	<u><u>36,335,311</u></u>	<u><u>13,806,207</u></u>	<u><u>(14,067,679)</u></u>	<u><u>-</u></u>	<u><u>1,572,000</u></u>	<u><u>37,645,839</u></u>

Total funds analysis by academy

Fund balances at 31 August 2024 were allocated as follows:

	2024 £	2023 £
SEAX Trust	2,775,475	2,982,134
Restricted fixed asset fund	34,240,523	34,663,705
Total	<u><u>37,015,998</u></u>	<u><u>37,645,839</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS
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19. Statement of funds (continued)

Total cost analysis by academy

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total 2024 £	Total 2023 £
Thriftwood Academy	3,220,284	611,659	131,029	908,080	4,871,052	4,190,882
Langham Oaks School	1,511,406	737,158	213,001	668,513	3,130,078	2,823,727
Grove House School	1,811,980	507,265	35,778	580,822	2,935,845	2,553,606
Kingswode Hoe School	1,499,703	300,071	107,953	552,957	2,460,684	2,162,971
Hawthorns School	701,035	187,891	34,860	204,569	1,128,355	532,255
SEAX Trust	-	530,636	4,286	(339,684)	195,238	701,181
Trust	8,744,408	2,874,680	526,907	2,575,257	14,721,252	12,964,622

The LGPS pension adjustment totalling £(314,000) (2023: £106,000) has also been excluded from the above summary.

20. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	34,170,803	34,170,803
Current assets	993,607	3,235,309	319,126	4,548,042
Creditors due within one year	-	(1,453,441)	(249,406)	(1,702,847)
Total	993,607	1,781,868	34,240,523	37,015,998

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20. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Restricted fixed asset funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	34,649,780	34,649,780
Current assets	855,251	2,925,553	296,758	4,077,562
Creditors due within one year	-	(798,670)	(282,833)	(1,081,503)
Total	<u>855,251</u>	<u>2,126,883</u>	<u>34,663,705</u>	<u>37,645,839</u>

21. Reconciliation of net expenditure to net cash flow from operating activities

	2024 £	2023 £
Net expenditure for the period (as per Statement of Financial Activities)	(315,841)	(261,472)
Adjustments for:		
Depreciation	1,003,053	997,057
Capital grants from DfE and other capital income	(116,281)	(269,462)
Interest receivable	(44,890)	(4,319)
LGPS pension adjustments	(314,000)	106,000
(Increase)/decrease in stocks	(3,320)	1,012
Decrease/(increase) in debtors	(80,450)	(85,142)
(Decrease)/increase in creditors	601,576	475,573
Loss on disposal of tangible fixed assets	17,317	-
Net cash provided by operating activities	<u>747,164</u>	<u>959,247</u>

22. Cash flows from investing activities

	2024 £	2023 £
Dividends, interest and rents from investments	44,890	4,319
Purchase of tangible fixed assets	(541,393)	(653,156)
Capital grants from DfE Group	116,281	269,462
Net cash used in investing activities	<u>(380,222)</u>	<u>(379,375)</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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23. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand and at bank	4,128,269	3,761,327
Total cash and cash equivalents	4,128,269	3,761,327

24. Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	3,761,327	366,942	4,128,269
	3,761,327	366,942	4,128,269

25. Pension commitments

The Trust'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 Essex County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £127,103 were payable to the schemes at 31 August 2024 (2023 - £97,109) and are included within creditors.

Teachers' Pension Scheme

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

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

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NOTES TO THE FINANCIAL STATEMENTS
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25. Pension commitments (continued)

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; and

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £1,006,781 (2023 - £847,825).

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

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

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate Trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £1,253,000 (2023 - £1,122,000), of which employer's contributions totalled £1,012,000 (2023 - £904,000) and employees' contributions totalled £241,000 (2023 - £218,000). The agreed contribution rates for future years are between 23.3 per cent and 25 per cent for employers and 5.5 per cent and 12.5 per cent for employees.

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

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

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25. Pension commitments (continued)

Principal actuarial assumptions

	2024 %	2023 %
Rate of increase in salaries	3.80	3.85
Rate of increase for pensions in payment/inflation	2.80	2.85
Discount rate for scheme liabilities	5.10	5.30

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

	2024 Years	2023 Years
Retiring today		
Males	20.7	20.7
Females	23.3	23.2
Retiring in 20 years		
Males	22.0	22.0
Females	24.7	24.6

Sensitivity analysis

	2024 £000	2023 £000
Discount rate +0.1%	(224,000)	(194,000)
Discount rate -0.1%	230,000	200,000
Mortality assumption - 1 year increase	330,000	287,000
Mortality assumption - 1 year decrease	(321,000)	(279,000)
CPI rate +0.1%	6,000	6,000
CPI rate -0.1%	(6,000)	(6,000)

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25. Pension commitments (continued)

Share of scheme assets

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

	At 31 August 2024 £	At 31 August 2023 £
Equities	6,486,000	6,023,000
Gilts	232,000	104,000
Property	811,000	831,000
Cash and other liquid assets	232,000	312,000
Alternative assets	1,738,000	1,661,000
Other managed funds	2,085,000	1,453,000
Total market value of assets	11,584,000	10,384,000

The actual return on scheme assets was £1,238,000 (2023 - £428,000).

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

	2024 £	2023 £
Current service cost	(717,000)	(962,000)
Interest income	563,000	389,000
Interest cost	(537,000)	(432,000)
Administrative expenses	(7,000)	(5,000)
Total amount recognised in the Statement of Financial Activities	(698,000)	(1,010,000)

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

	2024 £	2023 £
At 1 September	10,180,000	10,224,000
Current service cost	717,000	962,000
Interest cost	537,000	432,000
Employee contributions	241,000	218,000
Actuarial losses/(gains)	261,000	(1,339,000)
Benefits paid	(352,000)	(317,000)
At 31 August	11,584,000	10,180,000

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25. Pension commitments (continued)

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

	2024 £	2023 £
At 1 September	10,180,000	8,758,000
Interest income	563,000	389,000
Actuarial gains	675,000	437,000
Employer contributions	1,012,000	904,000
Employee contributions	241,000	218,000
Benefits paid	(352,000)	(317,000)
Administration costs	(7,000)	(5,000)
Impact of asset ceiling	(728,000)	(204,000)
At 31 August	<u>11,584,000</u>	<u>10,180,000</u>

26. Operating lease commitments

At 31 August 2024 the Trust had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	22,365	20,079
Later than 1 year and not later than 5 years	71,611	14,539
	<u>93,976</u>	<u>34,618</u>

27. Members' liability

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

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28. Related party transactions

Owing to the nature of the 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 the Trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the Academy Trust Handbook, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtaining their approval where required, and with the Trust's financial regulations and normal procurement procedures relating to connected and related party transactions.

J Rigg, spouse of D Rigg, a member of the key management personnel, is employed by the academy trust. E Constantine, spouse of A Constantine, a member of the key management personnel, is employed by the academy trust. Both appointments were made in open competition and D Rigg nor A Constantine were involved in the decision-making process regarding the appointments. Both J Rigg and E Constantine are paid within the normal pay scale for their roles and they receive no special treatment as a result of their relationships to members of key management personnel.

No other related party transactions took place in the period of accounts, or in the prior year, other than certain Trustees' remuneration and expenses already disclosed in note 12.

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**NOTES TO THE FINANCIAL STATEMENTS
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29. Boarding school trading account

	2024 £	2024 £	2023 £	2023 £
Income				
Local Authority grants	504,000		504,000	
Total income		504,000		504,000
Expenditure				
Direct expenditure				
Staff costs	459,500		449,386	
Other expenditure				
Staff costs	68,868		67,604	
Maintenance of premises	24,433		20,618	
Cleaning	2,622		4,176	
Rates	1,657		3,287	
Energy costs	15,877		10,231	
Catering	45,432		39,917	
Security and transport	12,113		11,105	
Other support costs	6,095		-	
Total other expenditure	<u>177,097</u>		<u>156,938</u>	
Total expenditure		<u>636,597</u>		<u>606,324</u>
Deficit from all sources		(132,597)		(102,324)
Boarding school balances brought forward		(102,324)		-
Boarding school balances carried forward		<u><u>(234,921)</u></u>		<u><u>(102,324)</u></u>

The deficits arising from the boarding school trading account are managed within the Trust's other funding streams.