

Caistor Grammar School
(A Company Limited by Guarantee)
Annual Report and Financial Statements
Year ended 31 August 2025

Company Registration Number:
07330058 (England and Wales)

Caistor Grammar School

Contents

	Page
Reference and Administrative Details	3
Trustees' Report	5
Governance Statement	14
Statement on Regularity, Propriety and Compliance	19
Statement of Trustees' Responsibilities	20
Independent Auditor's Report on the Financial Statements	21
Independent Reporting Accountant's Report on Regularity	25
Statement of Financial Activities incorporating Income & Expenditure Account	27
Balance Sheet	28
Statement of Cash Flows	29
Notes to the Financial Statements, incorporating:	
Statement of Accounting Policies	30
Other Notes to the Financial Statements	34

Caistor Grammar School

Reference and Administrative Details

Trustees & Governors

L Jackson (Chair)
S Buck (Headteacher)
M Christie (Vice Chair – resigned 31st December 2024)
H Bridges (appointed 9th December 2024)
R Davey (Staff Trustee appointed 14th October 2024)
S Davey (Vice Chair)
M Fawcett (appointed 9th December 2024)
S Ferguson (Staff Trustee – resigned 10th October 2025)
N Heydenblut (appointed 9th December 2024)
H Holdsworth (resigned 15th September 2025)
D Jolly
A McLaren
S Minall
R Murray
G Thomas
H Twidale (resigned 21st September 2024)

Members

L Jackson
M Christie (resigned 31st December 2024)
H Bridges (appointed 9th December 2024)
S Davey
M Fawcett (appointed 9th December 2024)
N Heydenblut (appointed 9th December 2024)
H Holdsworth (resigned 15th September 2024)
D Jolly
A McLaren
S Minall
R Murray
G Thomas
H Twidale (resigned 21st September 2024)

Company Secretary

C Mosey

Senior Leadership Team:

- | | |
|---|---|
| • Headteacher & Accounting Officer | S Buck |
| • Deputy Headteacher | S Kemshall (appointed 1 st September 2024) |
| • Assistant Headteacher | M Croft |
| • Assistant Headteacher | C Frost |
| • Assistant Headteacher | A Ellerby |
| • Senior Teacher and Head of Sixth Form | J Kay (appointed 1 st September 2024) |
| • Senior Teacher – Designated Safeguarding Lead | A Clark |
| • Finance Manager | C Mosey |

Company Name

Caistor Grammar School

Caistor Grammar School

Reference and Administrative Details (continued)

Registered Office	Caistor Grammar School Church Street Caistor Market Rasen Lincolnshire LN7 6QJ
Company Registration Number	07330058 (England and Wales)
Independent Auditor	Streets Audit LLP Chartered Accountants and Statutory Auditor Tower House Lucy Tower Street Lincoln LN1 1XW
Bankers	Lloyds plc High Street Lincoln Branch PO Box 1000 BX1 1LT
Solicitors	Wilkin Chapman LLP Cartergate House 26 Chantry Lane Grimsby North East Lincolnshire DN31 2LJ

Caistor Grammar School

Trustees' Report

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year to 31 August 2025. The annual report serves the purposes of both a trustees' report, and a directors' report under company law.

The trust operates a selective Academy for pupils aged 11 to 19 serving a catchment area of 6.5 miles in Caistor, Lincolnshire. It had a roll of 669 in the school census on 3rd October 2024.

Structure, Governance and Management

Constitution

The Academy trust is a company limited by guarantee and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy trust. The trustees of Caistor Grammar School are also the directors of the charitable company for the purposes of company law.

Details of the trustees who served during the year are included in the Reference and Administrative Details on page 3.

Members' Liability

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

Trustees' Indemnities

The Academy is a member of the DfE Risk Protection Arrangement ('RPA') which includes both trustees' liability (with a limit of £10,000,000 for any one loss in any one membership year) and professional indemnity cover (which is unlimited).

Method of Recruitment and Appointment or Election of Trustees

Foundation and Co-Opted trustees are subject to retirement by rotation but are eligible for re-election at the meeting at which they retire. Parent trustees, Teacher trustees and Staff trustees are elected by a ballot of their respective constituencies. Trustees retire after four years in office, except the Headteacher who is ex-officio.

Policies and Procedures Adopted for the Induction and Training of Trustees

The training and induction provided for new trustees will depend on their existing experience. Where necessary induction provides training on charity and educational legal and financial matters. All new trustees are given a tour of the Academy and the chance to meet with staff and students. All trustees are provided with copies of and access to online policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as trustees. Safeguarding training is provided to trustees in line with the requirements of Keeping Children Safe in Education (which is the statutory guidance for schools). The training and induction provided for trustees is regularly reviewed.

Organisational Structure

The Academy opened on 1 December 2010 and is a converter single academy trust. The structure consists of three levels: the trustees, the Senior Leadership Team and various teaching and non-teaching staff managing their sections. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The trustees are responsible for setting general policy, adopting an annual plan and budget, monitoring the Academy by the use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

The Senior Leadership Team consists of the Headteacher, the Deputy Headteacher and three Assistant Headteachers. A Senior Teacher also attends Senior Leadership Team weekly meetings. These managers control the Academy at an executive level implementing the policies laid down by the trustees and reporting

Caistor Grammar School

Trustees' Report (continued)

Structure, Governance and Management (continued)

Organisational Structure (continued)

back to them. The Headteacher, as Accounting Officer, or Finance Manager is responsible for the authorisation of spending within agreed budgets and the appointment of staff, although the appointment boards for permanent teaching staff posts always contain one trustee. Some spending control is devolved to Heads of Departments, Sections and particular areas of responsibility.

Arrangements for setting pay and remuneration of key management personnel

In line with the underlying principle of charity law no trustee receives remuneration for their role as trustee. The only trustees to receive remuneration are those trustees who are also employed by the Academy as teaching or non-teaching staff, the remuneration for which does not reflect any role as a trustee. At the time of recruitment and appointment of a post within the school consideration is given to the appropriate level of remuneration, to ensure that it is commensurate with the post requirements and job description and will attract the desirable calibre of applicants. Payscales for the Senior Leadership Team are set using the national pay spines for leadership group in England and Wales, included in the School Teacher's Pay and Conditions Document for the relevant year, issued by the School Teachers' Review Body and adopted by Parliament, and the Academy's Pay Policy which is updated annually and is approved by the Board of Trustees. The appropriate payscale for the Senior Leadership Team, is set by the Pay Committee in consultation with the Board of Trustees, and is clearly explained in the Pay Policy. The payscale range of the Headteacher has been approved by the Board of Trustees. The Academy's pay committee meets annually to discuss and decide on any proposed changes to the paypoint of any and all members of staff, including the Senior Leadership Team.

Trade Union Facility Time

For the year ended 31st March 2025 there were no reportable time or costs in respect of Trade Union Facility Time in accordance with the Trade Union (Facility Time Publication Requirements) Regulations 2017.

Related Parties and other Connected Charities and Organisations

Related party transactions as described in note 26 took place in the period of account.

The school is connected to two charities, the Friends of Caistor Grammar School (charity number 1069393) and the Caistor Grammar School Foundation (charity number 527604). The Friends of Caistor Grammar School is the working name for the Caistor Grammar School Parent Teacher Association. The Friends of Caistor Grammar School supports school activities by fundraising and assisting in various school functions. The Caistor Grammar School Foundation owns the Academy land and buildings and leases it to the Academy on a 125 year lease at a peppercorn rent. It also provides bursaries for pupils of Caistor Grammar School.

Objectives and Activities

Objects and Aims

As detailed in the Academy Trust's articles of association, the Trust's object is specifically restricted to the advancement for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school offering a broad and balanced curriculum.

Objectives, Strategies and Activities

The principal object and activity of the trust is the operation of Caistor Grammar School to advance for the public benefit education for students between the ages of 11 and 19 who have qualified for a place by passing our entrance exam at 11-15, or reaching our post-16 entry criteria.

We have referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives, and in planning our future activities. In particular the trustees consider how planned activities will contribute to the aims and objectives they have set.

The aims and objectives of the Academy are set out in the Academy's Improvement Plan. Our Improvement plan is a three year plan running from 1st September 2023 to 31st August 2026.

Caistor Grammar School

Trustees' Report (continued)

Objectives and Activities (continued)

Objectives, Strategies and Activities (continued)

We have identified the following main priorities for the years 2023 to 2026, in order to achieve our vision, to be best we can be – Ever to Excel:

1. Quality of Education:
 - a. To review and embed a consistently ambitious and challenging curriculum for all learners across the school.
 - b. To develop and embed a more efficient and adaptive assessment strategy which helps to capture students' progress in knowledge and understanding and helps to inform future learning priorities
 - c. To produce a Key Stage 3 communication thread to ensure that core communication skills such as Reading, Writing and Public Speaking are embedded in our curriculum
2. Behaviour and attitudes:
 - a. To further foster a community where student behaviour and attitudes allow them to engage positively in their learning, striving to be the best version of themselves
 - b. To continue to promote the school's effectiveness of how we tackle issues such as bullying, child on child abuse, discrimination, inequality
 - c. To nurture a relationship amongst students and staff that shows they understand the fundamental British values, reflecting a positive and respectful culture
 - d. To stimulate an environment where students are guided to be 'Ever to Excel, EAGER to achieve'.
3. Personal Development:
 - a. To rebrand PSHCE and Personal Development to develop students' knowledge and understanding, keeping abreast of the changing needs of students today
 - b. To promote British Values and give students opportunities to develop good character, cultural capital and moral judgement enabling them to be active and positive citizens
 - c. To encourage, reward and recognise positive values displayed by staff
 - d. To enhance Careers education so that students are inspired to have personal goals and aspirations for their future training, employment and education
4. Leadership & Management:
 - a. All staff feel supported and are confident that their role contributes to strong student outcomes
 - b. To further empower and equip leaders at all levels within the school, through CPD experience, sharing and modelling good practice to drive whole school improvement with confidence and develop the potential for leadership, within the school
 - c. To analyse and assess systems across the school to aid efficiency and impact positively on student outcomes
 - d. To ensure the most effective use of funding to support teaching and learning and the school environment
 - e. To further develop our provision and monitoring of Online Safety and PREVENT
5. Sixth Form:
 - a. Maintain high expectations of attainment and progress at KS5
 - b. Improve marketing of the Sixth Form, to develop Year 11 to Year 12 recruitment
 - c. Develop further the Personal Development programme, CEIAG and opportunities for student contribution to the wider community
 - d. Improve environment for Sixth Form study and social spaces

Our internal review of the 2024/25 Academic Year supports that we have made substantial progress with these objectives.

Public Benefit

The trustees are satisfied that the Academy has complied with its duty to have due regard to the guidance on public benefit of education published by the Charity Commission. This can be demonstrated by the continued excellent public examination results achieved by the students of the Academy.

Caistor Grammar School

Trustees' Report (continued)

Strategic Report

Achievements and Performance

The Academy's main strategy is encompassed in its mission statement:

We seek to use lively minds, to work hard, to develop all our talents, and to grow through sharing, to be the best version of ourselves.

Our curriculum intent is:

We provide a challenging, rigorous, engaging and broad curriculum for able and ambitious students in the local area within the framework of a caring community. All students, regardless of need, gender, ethnicity and background, are guided to be independent thinkers, emotionally resilient, empathetic, well behaved and socially responsible. They are prepared to make a constructive contribution to society as a result of the experiences they encounter, and the example set by others

We are a selective school and high academic achievement is an important objective every year. Our results at GCSE and A level in 2025 were extremely pleasing. Many of the performance indicators are very strong and we continue to sit in the performance bracket of top 20%. We welcomed 30 external students to our Year 12 in September 2025, with our total Y12 numbers being 92 students.

As these accounts come to a close, in October 2025, our Chair of Trustees Mrs Lucy Jackson has been in post as Chair for six years, and as a trustee of Caistor Grammar School since the academy converted in 2010. Mr Stewart Davey is in his fifth year as Chair of the Finance, Personnel and Audit committee. Mrs Claire Mosey is in her thirteenth year as Finance Manager. All trustees take every area of responsibility very seriously and continue to be determined to ensure that they discharge their responsibilities with distinction as well as ensuring that the School remains successful in its financial operations, just as it is in other areas of its activity.

Shona Buck has been in post as Headteacher for three years and a member of the teaching staff at Caistor Grammar School since 2001. The number of applicants at 11+ continues to prove popular (over 300 for 100 places). The School has continued to develop links with local community organisations through volunteering and work experience. We also maintain informal links with two local secondary schools, and a number of primary schools plus links with the universities of Leicester, Hull and Lincoln. In 2025 we are further developing our links with feeder primary schools.

We retain in our annual calendar a mix of face to face and online parents' consultation evenings and start of year information evenings for exam year groups. We have an annual Awards Evening and Sixth Form Celebration Evening, a full calendar of House events including, House Music, House Drama, House sports etc. The Autumn term's production of Crazy for You was, once again an outstanding performance and a sell out. We hosted our annual Y12 Challenge of Industry Conference which was supported by former students and parents, sharing their expertise and information on chosen career paths.

We continue to offer residential trips – Languages Trips to France and Germany, Dubai Sports trip, Outdoor pursuits trips for Year 9 and Year 7 and a sports trips to Wimbledon.

We continue to invest in site development and maintenance. We meet regularly to discuss site strategy and use the site survey to allow us to better plan and prioritise our maintenance and building needs moving forward. We keep our GEMS document up to date and plan to apply for CIF funding to update some the building components on our site.

We believe that Caistor Grammar School provides an excellent platform to help our students grow as respectful, responsible and well-rounded individuals. We are exceptionally proud of the destinations of our students on leaving school. They are ambitious and kind - their high expectations are rewarded, as a result of their hard work, a purposeful learning environment and dedicated and passionate staff, who have the common aim of promoting strong student outcomes.

Caistor Grammar School

Trustees' Report (continued)

Strategic Report (continued)

Achievements and Performance (continued)

Key Performance Indicators

The trustees use the following measures to assess the success of the Academy Trust:

Non-Financial:

- Examination results measured against targets set at the beginning of each academic year
- Progress made against the School Improvement Plan
- Written reports submitted by the Headteacher to the Board of Trustees
- The results of Ofsted Inspections – with the school receiving a 'Good' report in May 2022

Financial:

- Liquidity of the Academy as evidenced by net current assets of £444,000 and a current ratio of 2.1:1. This indicates the Academy's ability to meet its short term obligations, expressed as a ratio of current assets to current liabilities.
- Comparison of actual results to agreed budgets and a consideration of reserve levels.

Financial Review

The Three Year School Improvement Plan, which is updated each year at the start of the Autumn Term (and reviewed termly by the Senior Leadership Team), in conjunction with the Mission Statement and School Aims, underpins the management, departmental and pastoral planning. All these elements are monitored and reviewed by the Board of Trustees who take a particular interest in the external examination results of the school during the Autumn Term.

Going Concern

After making appropriate enquiries, the board of trustees has a reasonable expectation that the Academy trust has adequate resources to continue in operational existence for the foreseeable future, although it notes that underfunded pay awards, pension and national insurance contribution increases, for its staff and costs passed on through suppliers, make the assessment increasingly difficult. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

Most of the Academy's income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2025 and the associated expenditure are shown as restricted funds in the statement of financial activities. The Academy also receives grants for fixed assets from the DfE. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2019), such grants are shown in the statement of financial activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2025, total expenditure of £5,353,000 was covered by recurrent grant funding from the DfE together with incoming resources and funds brought forward. There was a surplus of income over expenditure for the period (excluding restricted fixed asset funds) before transfers between funds and actuarial gains of £48,000, which included a net service income adjustment of £43,000 arising from the Local Government Pension Scheme fund actuarial valuation of £1,046,000 (asset). The fixed asset fund transfers relate to funds transferred into fixed assets for the repayment of three CIF loans, and £1,000 for additional outdoor lockers for students.

At 31 August 2025 the net book value of fixed assets was £8,107,000 and movements in tangible fixed assets are shown in note 10 to the financial statements. The assets were used exclusively for providing education and the associated support services to the pupils of the Academy.

Caistor Grammar School

Trustees' Report (continued)

Financial Review (continued)

As at 31 August 2025 the FRS102 pension surplus amounted to £1,046,000 (2024: £556,000). In prior years the trustees have also noted that the pension scheme fund is in deficit, but have been reassured by auditors that the amount is merely a theoretical figure which will not crystallise, whilst the school continues to function or the company continues to trade and we remain part of the pension scheme. The trustees recognise that the FRS102 actuarial calculation is a snapshot of the pension fund as at 31st August 2025 and that the value can vary significantly from year to year and is likely to be in deficit in future years. This balance has not been recognised on the basis that the balance is not deemed to be recoverable through reduced contributions in the future or through refunds from the plan.

Reserves Policy

The amount of total funds at 31 August 2025 was £8,348,000 (2024: £8,505,000), of which £8,107,000 (2024: £8,268,000) can only be realised by disposing of tangible fixed assets. The balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds at 31 August 2025 is a net surplus of £477,000 (2024: £506,000).

The amount of total of free reserves (total unrestricted funds) at 31 August 2025 was £359,000 (2024: £359,000). This approximates to one months aggregated expenditure, which is considered an appropriate level of free reserves by the trustees, in the current economic climate.

The trustees review the reserve levels of the Academy at least annually, and have discussed their reserves policy and an appropriate level of reserves regularly at full board and finance sub-committee meetings throughout the year. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. Capital and revenue streams are both considered. The Trust GEMS (Good Estate Management System) is also taken into consideration, as well as benchmarking levels of reserves against similar Trusts. In conclusion, the trustees have decided that an ideal minimum reserve level of 10% of annual income would be appropriate to cover unanticipated revenue and capital costs, and necessary capital projects. This level would include unrestricted funds and restricted funds (excluding the pension and fixed asset reserves). Available reserves above this level will be used to fund the most urgent projects identified in GEMS for which external funding is not possible. They are committed to maintaining a reserve which is at least sufficient to allow the Academy to cope with any projected deficits for the next two financial years if possible, whilst in a way which is consistent with the school being run to meet all aspects of this service. Three and Five year projections are provided to the board of trustees and regularly updated for changes in assumptions and any other relevant information. The trustees are mindful of the increases in national teaching and non-teaching staff pay scales, the employers contribution rate to the Teachers' Pensions Scheme and Local Government Pension Scheme, increases in National Insurance contributions, increases in national minimum wage, inflation rates and energy prices.

Funds in Surplus/Deficit

The Academy's support staff are entitled to membership of the Local Government Pension Scheme. The Academy's share of the Scheme's assets has been assessed by the Scheme's Actuary (FRS102 valuation) as at 31 August 2025, for the third time, to be more than its liabilities in the Scheme, with a net asset of £1,046,000 compared with a net asset of £556,000 on 1 September 2024. This balance has not been recognised on the basis that the balance is not deemed to be recoverable through reduced contributions in the future or through refunds from the plan. The trustees are mindful that it is likely that in future years the pension balance sheet figure will be a net liability.

Investment Policy

The Academy's Article of Association give the Academy trust the power to deposit or invest any funds of the Academy Trust not immediately required for the furtherance of its objects (investing only after obtaining such advice from a financial expert as the trustees consider necessary and having regard to the suitability of the investments and the need for diversification).

Caistor Grammar School

Trustees' Report (continued)

Financial Review (continued)

Investment Policy (continued)

The Finance Manager liaises closely with Lloyds Bank to ensure the best available rate of return on our reserve. Amounts can be placed on notice for periods of six weeks to twelve months at a level that the school deems will maintain sufficient operating liquidity. During the year funds have regularly been placed on deposit resulting in bank interest earned of £5,868.

Principal Risks and Uncertainties

The trustees believe that the principal risks and uncertainty for the future lies with the considerable reliance on continued government funding through the education sector funding bodies. There can be no assurance that government policy or practice will remain the same or that public funding will continue at adequate levels or on the same terms.

Several issues which may impact on future funding are the proposed revisions to the national funding formula which is currently in consultation, the DfE continued drive towards resource management and benchmarking and the DfE making it an obligation of trustees to ensure the trust remains a going concern. These are mitigated where possible the trust continually updating its predicted outturn and three year forecast as information arises.

Government capital funding remains a key risk area. Capital funding is required for the maintenance of the academy trust assets and improvements and to help ensure that the trust's estate is safe, well maintained and complies with relevant regulations. Capital funding is a bidding process that each academy trust with fewer than 5 schools is eligible for, and it should be noted that as the number of academies increases the amount of the funding pot does not automatically increase and the bidding is becoming increasingly competitive. The risk is that funding bids are not successful and that key infrastructure components fail before remedial works can be carried out of that there is a serious safeguarding issue. The risk is mitigated by retaining a specialist firm to assist with bid preparation and project management, by maintaining a list of prioritised repairs and maintenance projects and ensuring that all inspections and testing of the school facilities and equipment are carried out on a timely basis. The trust retains an external Health & Safety specialist to ensure that the trust's estate is safe, well maintained and complies with relevant regulations. The Site Manager is currently working towards the Nebosh qualification.

Cyber security is a growing concern to the academy trust, as more academy trusts are targeted by ransomware, increasing in phishing emails in quantity and their complexity. The risks are mitigated by ensuring that the cyber security requirements of the Academy Trust Handbook are always followed, as are the new cyber security requirement of the schools insurance under the RPA scheme, and by continually alerting staff to cyber security threat.

Risk Management

The risk register is maintained by the Academy Trust and is reviewed annually by the Finance, Personnel, Audit & Risk Committee and more frequently where necessary. The risk register identifies the key risks, the likelihood of those risk occurring, their potential impact on the Academy Trust and the actions being taken to reduce and mitigate the risks. Risks are prioritised using the consistent scoring system.

The trustees have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances.

The trustees have implemented a number of systems to assess risks that the school faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and school trips) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of school grounds) and internal financial controls (see below) in order to minimise risk. Where significant financial risk still remains they have ensured they have adequate insurance cover. The Academy has an effective system of internal financial controls.

Caistor Grammar School

Trustees' Report (continued)

Financial Review (continued)

Fundraising

When considered appropriate, from time to time the trustees may seek to raise funds. The principles and guidance set out in the Charity Commission publication "Charity fundraising: a guide to trustee duties (CC20)" are followed and define the trust's approach to fundraising. The trust does not work with or have oversight of any commercial participants or professional fundraisers.

The school's approach to fundraising is balanced and appropriate for a state school.

Students often seek to raise funds for other causes than the Trust, and the name of the cause is always made clear. Funds raised in this way are clearly marked as such when entered on the accounting software used by the trust to ensure that these amounts are then paid over to the intended recipients. A key annual event at the school is the annual whole school walk, held in July, which raises funds for WaterAid.

The school has a published complaints procedure and any matters related to fundraising are dealt with following this procedure. The trust is pleased to report that it received no complaints as a result of any fundraising activity in the year ended 31st August 2025.

Any requests for funds, such as an annual request for donations to the school fund, are clearly described as being purely voluntary in all communications to ensure protection of the public, including vulnerable people from any undue pressure to donate.

Plans for Future Periods

The trustees have a Three Year Improvement Plan for the years 2023 to 2026 and are committed to planning strategically in terms of developing our curriculum, our personnel, our facilities and improving our results in all ways in so far as this is possible.

The main priorities for the following years 2024 to 2026 are to:

1. Quality of Education:
2. Behaviour & Attitudes:
3. Personal Development:
4. Leadership & Management:
5. Sixth Form:

For a more detailed breakdown of the above priorities please see the 'Objectives, Strategies and Activities' section on page 6-7.

Funds Held as Custodian Trustee on Behalf of Others

There are no funds held as Custodian Trustee on behalf of others.

Caistor Grammar School

Trustees' Report (continued)

Plans for Future Periods (continued)

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.

Streets Audit LLP has indicated its willingness to continue in office.

The trustees' report, incorporating a strategic report, was approved by order of the board of trustees, as the company directors, on 8th December 2025 and signed on the board's behalf by:



L Jackson
Chair

8th December 2025

Caistor Grammar School

Governance Statement

Scope of Responsibility

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

The board of trustees has delegated the day-to-day responsibility to the Headteacher, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Caistor Grammar School 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 five 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
L Jackson (Chair)	5	5
S Buck	5	5
M Christie (Vice Chair until 31 st December 2024)	1	2
S Davey (Vice Chair)	5	5
S Ferguson	3	5
D Jolly	4	5
R Davey	2	5
A McLaren	4	5
S Minall	5	5
R Murray	4	5
H Bridges	3	3
M Fawcett	1	3
N Heydenblut	3	3
G Thomas	4	5
H Holdsworth	5	5
H Twidale	-	-

The trustees held five meetings of the Board of Trustees for the year. The board of trustees use a trustee Link Scheme to keep in close contact with academic progress in the School department by department. Trustees also attend Parents' information evenings and other major school events to keep in close informal contact with parents. The Headteacher makes themselves as accessible as possible to parents both during the working week and by having interviews with up to one third of the parental age group at every Parents' Evening. The board of trustees has reviewed its own performance and is determined to continue to operate in an outstanding manner in keeping with the excellence of the school in other areas.

The board carried out a skills audit during the year and wished to appoint trustees with experience in management in the education sector, which was achieved with appointments by the parental body during the year. The finance and personnel committee is a sub-committee of the main board of trustees, and whose remit also includes the function of an audit committee (which has separate terms of reference) and risk. Its purpose is to monitor and review expenditure on a regular basis, including capital projects; to consider a draft budget based on priorities in the school development plan to present to the board of trustees, to establish and monitor procedures for sound budgetary control, to respond to any issues arising from the audit of the Academy's account, and to recommend the appointment of auditors to the board of trustees. The committee also has taken on the functions previously carried out by the Personnel Committee.

Conflicts of Interest

The board of trustees manages conflicts of interests in a number of ways which are embedded in way it operates. Conflicts of interest is a standing agenda item at all trustee meetings and is placed above any discussions take place in the meeting. Trustees must complete a declaration of interests form at inductions,

Caistor Grammar School

Governance Statement (continued)

Conflicts of Interest (continued)

annually and then as their interests change. This information is available on the school website and is used by school staff before any procurement decisions are made, to avoid potential conflicts of interest.

Attendance at Finance and Personnel Committee meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
S Davey (Chair)	5	5
L Jackson	5	5
S Ferguson	3	5
S Buck	5	5
S Minall	4	5
G Thomas	4	4
H Bridges	3	3
M Fawcett	3	3
N Heydenblut	3	3

Review of Value for Money

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

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 Academy trust has delivered improved value for money during the year by:

Improving Educational Results

The School Improvement Plan details the educational targets each year for the Academy, and provides the framework for the annual budget, setting out how resources need to be allocated to achieve the School's main priorities, and thus provide good value for money. The Annual Whole School Review is carried out each Autumn Term to assess the past year's performance and to set future priorities.

In 2024/25 our results were outstanding. We achieved a very strong set of A level results and GCSE results. We outperformed most schools in Lincolnshire, but also many independent schools nationally. Despite this success, company directors (trustees) are, however, vigorous in ensuring that any shortfall in performance in any section of the school is addressed and remedied.

Financial Governance and Oversight

Our system of financial governance includes regular monitoring by the board of trustees and the Accounting Officer. Members of the Finance and Personnel Committee receive monthly management accounts and updates, which are then reviewed, discussed, and challenged, where appropriate, at the Finance and Personnel Committee meetings. This is then fed back to the board of trustees at their next meeting. Trustees who are not members of the Finance and Personnel Committee can also access monthly management accounts on the trustees' sharepoint, where all relevant committee and board of trustee meeting items are available.

The Finance and Personnel Committee, which has taken on the functions of an Audit Committee, has been informed by Kate Brown of Nicholson Audit Ltd, who have been appointed to carry out internal scrutiny work.

Caistor Grammar School

Governance Statement (continued)

Review of Value for Money (continued)

Improved Purchasing and a Cost Efficiency Culture

The School has a well-established purchasing policy for goods and services, to ensure the best value for money from all purchases. Regular comparisons are made online for goods to ensure the best value is achieved. In addition, the necessity to incur an item of expenditure is assessed, even for regular long standing items of expenditure, to ensure the need still exists.

In order to get close to achieving a balanced budget in future years the School has sought to embed a culture of cost efficiency across the entire school to include all areas of expenditure, across all departments in the school. We have a clear Tender Policy for the purchasing of goods or services costing over £5,000. Decisions for purchases between £5,000 and £25,000 are reported back to the Finance and Personnel Committee, whereas purchases over £25,000 must receive prior approval by the Finance and Personnel Committee.

During the year we have continued to seek savings in expenditure wherever possible, whilst seeking to ensure that the ageing school estate is maintained. This has been a greater challenge this year as prices continue to rise. Cost savings have been sought wherever it was practicable to do so.

Estate Management

The site team have continued to carry out maintenance, redecoration and minor alterations themselves, wherever possible, to reduce the need to use costly external contractors, and also use a schedule of planned inspections and checks to carry out as much low cost preventative work as possible. Capital funding streams are applied for eligible capital works, to help alleviate the demands on reserves to ensure estate is safe, well maintained and complies with relevant regulations. Since 2016 the Trust has used £330,000 of its reserves to attract match funding (primarily from CIF grants and loans) to deliver estate projects totalling £2,829,000.

Benchmarking, Collaborative working, and DfE deals for schools

Benchmarking reports are considered at Finance and Personnel Committee meetings to identify potential areas for cost efficiency or concern. The Finance Manager is in regular contact with local School Business Managers where best practice is shared. Previously the school joined a consortium of seven local schools, to outsource its cleaning provision. This ensured a larger purchasing power than a single school could achieve, and a stronger voice during the duration of the contract. This approach will be considered again when such services require retendering. ESPO frameworks are used to purchase electricity and gas. During the previous year the IT provision has been mostly contracted out when it was previously provided in-house, to provide increased protection of the increased risk posed by cyber security and data protection.

Reviewing Controls and Managing Risks

The Schools Risk Register is reviewed and updated on an annual basis by the board of trustees. The financial procedures manual sets out the internal controls in place to mitigate financial risk and ensure that there is sufficient segregation of duties within the Finance Department.

Budget holders are given regular updates of their budget, to ensure that spend is kept within budget. Budget holders are also given advance warning of any potential future cuts to their budgets so that they may plan their future expenditure accordingly.

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 Academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Caistor Grammar School for the year ended 31 August 2025 and up to the date of approval of the annual report and financial statements.

Caistor Grammar School

Governance Statement (continued)

The Purpose of the System of Internal Control (continued)

Capacity to Handle Risk

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

The Risk and Control Framework

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

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

The board of trustees has considered the need for a specific internal audit function and has changed their route of internal scrutiny during the year from an in-house Responsible Officer to a bought-in internal audit service, provided by Nicholsons Chartered Accountants. The checks carried out in the current period included testing and review of the following areas; bank reconciliations, purchase invoices authorisations and procurement, management accounts process, payroll, capital project accounting, staff expense forms, fixed asset additions, the recording and collection of income, DfE returns, budgeting.

There were no issues for the board of trustees to act on as a result of the internal review work. The board of trustees continue to review the programme of work required to ensure that a risk-based programme of work is spread over the year, and acknowledge the requirement to submit internal scrutiny reports to the DfE. The trust is not affected by requirements of the revised FRC Ethical Standard for auditors.

Review of Effectiveness

As Accounting Officer the Headteacher 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 bought-in internal scrutiny.
- the work of the external auditor
- the work of the executive managers within the Academy trust who have responsibility for the development and maintenance of the internal control framework

Caistor Grammar School

Governance Statement (continued)

Review of Effectiveness (continued)

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance 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 on 8th December 2025 and signed on its behalf by:



L Jackson
Chair



S Buck
Accounting Officer

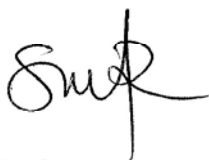
Caistor Grammar School

Statement of Regularity, Propriety and Compliance

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

I confirm that I and the Academy trust board of trustees are able to identify any material irregular or improper use of all funds by the Academy trust, or material non-compliance with the framework of authorities.

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



S Buck

Accounting Officer

8th December 2025

Caistor Grammar School

Statement of Trustees' Responsibilities

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 Annual Accounts Direction published by the Department for Education, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

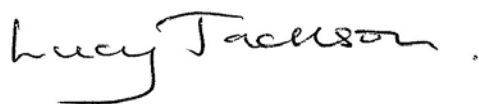
- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025
- make judgments and accounting estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards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

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

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

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

Approved by order of the members of the board of trustees on 8th December 2025 and signed on its behalf by:



L Jackson

Chair

Caistor Grammar School

Independent Auditor's Report on the Financial Statements to the Members of Caistor Grammar School

INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF CAISTOR GRAMMAR SCHOOL

Opinion

We have audited the financial statements of Caistor Grammar School (the 'academy') for the year ended 31 August 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Education and Skills Funding Agency.

In our opinion the financial statements:

- give a true and fair view of the state of the academy's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Department for Education.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the 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

Caistor Grammar School

Independent Auditor's Report on the Financial Statements to the Members of Caistor Grammar School (continued)

assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

Caistor Grammar School

Independent Auditor's Report on the Financial Statements to the Members of Caistor Grammar School (continued)

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the academy through discussions with management, and from our knowledge and experience of the sector in which it operates.
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the academy, including relevant DfE guidance, the Companies Act 2006, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the academy's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Caistor Grammar School

Independent Auditor's Report on the Financial Statements to the Members of Caistor Grammar School (continued)

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 Auditor's report.

Use of our report

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



Robert Anderson (Senior statutory auditor)

for and on behalf of

Streets Audit LLP

Chartered Accountants & Statutory Auditor

Tower House

Lucy Tower Street

Lincoln

Lincs

LN1 1XW

Date: 15 December 2025

Caistor Grammar School

Independent Reporting Accountant's Assurance Report on Regularity to Caistor Grammar School and the Education and Skills Funding Agency

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO CAISTOR GRAMMAR SCHOOL AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 16th May 2022 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants for Academy Trusts, we have carried out an engagement to obtain limited assurance about whether anything has come to our attention that would suggest, in all material respects, the expenditure disbursed and income received by Caistor Grammar School during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes intended by Parliament and that the financial transactions do not conform to the authorities which govern them.

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

Respective responsibilities of accounting officer of Caistor Grammar School and the reporting accountant

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

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

Approach

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

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

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

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

Caistor Grammar School

Independent Reporting Accountant's Assurance Report on Regularity to Caistor Grammar School and the Education and Skills Funding Agency (continued)

The work undertaken to draw to our conclusion includes:

- a review of the academy's systems and controls and confirmation of the operation and effectiveness during the year;
- a review of expenditure to confirm the appropriateness and value for money; and
- a review of connected party arrangements, transactions and balances.

Conclusion

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



Robert Anderson
Streets Audit LLP

Date: 15 December 2025

Caistor Grammar School

Statement of Financial Activities for the year ended 31 August 2025

(including Income and Expenditure Account)

	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2025 £000	Total 2024 £000
Income and endowments from:						
Donations and capital grants	2	15	2	17	34	35
Charitable activities:						
Funding for the Academy trust's educational operations	3	444	4,640	-	5,084	4,837
Other trading activities	4	115	-	-	115	101
Investments		6	-	-	6	3
Total		580	4,642	17	5,239	4,976
Expenditure on:						
Raising funds	5	83	-	-	83	82
Charitable activities:						
Academy trust educational operations	6	485	4,606	179	5,270	4,969
Total		568	4,606	179	5,353	5,051
Net income / (expenditure)		12	36	(162)	(114)	(75)
Transfers between funds	15	(12)	(22)	34	-	-
Other recognised gains / (losses):						
Actuarial (losses) / gains on defined benefit pension schemes	15.25	-	447	-	447	66
Defined benefit pension scheme asset not recognised	15,25	-	(490)	-	(490)	(140)
Net movement in funds		-	(29)	(128)	(157)	(149)
Reconciliation of funds						
Total funds brought forward		359	147	7,999	8,505	8,654
Total funds carried forward		359	118	7,871	8,348	8,505

Caistor Grammar School

Balance Sheet as at 31 August 2025

Company Number 07330058

	Notes	2025 £000	2025 £000	2024 £000	2024 £000
Fixed assets					
Tangible assets	10		8,107		8,268
Current assets					
Stock	11	1		1	
Debtors	12	126		121	
Cash at bank and in hand		713		820	
		<u>840</u>		<u>942</u>	
Liabilities					
Creditors: Amounts falling due within one year	13	<u>(396)</u>		<u>(470)</u>	
Net current assets			<u>444</u>		<u>472</u>
Total assets less current liabilities	14		<u>8,551</u>		<u>8,740</u>
Creditors: Amounts falling due after more than one year			<u>(203)</u>		<u>(235)</u>
Net assets excluding pension liability			<u>8,348</u>		<u>8,505</u>
Defined benefit pension scheme asset/(liability)	25		<u>-</u>		<u>-</u>
Total net assets			<u>8,348</u>		<u>8,505</u>
Funds of the Academy trust:					
Restricted funds					
Fixed asset fund	15	7,871		7,999	
Restricted income fund	15	118		147	
Pension reserve	15	<u>-</u>		<u>-</u>	
Total restricted funds			<u>7,989</u>		<u>8,146</u>
Unrestricted income funds	15		<u>359</u>		<u>359</u>
Total funds			<u>8,348</u>		<u>8,505</u>

The financial statements on pages 27 to 47 were approved by the trustees and authorised for issue on 8th December 2025 and are signed on their behalf by

Lucy Jackson

L Jackson
Chair

Caistor Grammar School

Statement of Cash Flows

for the year ended 31 August 2025

	Notes	2025 £000	2024 £000
Cash flows from operating activities			
Net cash (used in) provided by operating activities	19	(79)	4
Cash flows from investing activities	20	5	(104)
Cash flows from financing activities			
Net cash inflow from new borrowings from CIF loans	21	(33)	77
Change in cash and cash equivalents in the reporting period		(107)	(23)
Cash and cash equivalents at 1 September 2024		820	843
Cash and cash equivalents at 31 August 2025	22	713	820

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025

1 Statement of accounting policies

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

Basis of Preparation

The financial statements of the Academy trust, which is a public benefit entity under FRS102, have been prepared under the historical cost convention in accordance with the Financial reporting Standard Applicable in the UK and Republic of Ireland (FRS102), 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 (FRS102) (Charities SORP((FRS102)), the Academies Accounts Direction 2024 to 2025 issued by DfE, the Charities Act 2011 and the Companies Act 2006.

Caistor Grammar School meets the definition of a public benefit entity under FRS 102.

Going Concern

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

Income

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

- **Grants**

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

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable.

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

- **Donations**

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

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

1 Statement of accounting policies (continued)

Income (continued)

- **Donated goods, facilities, and services**

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

Expenditure

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

- **Expenditure on Raising Funds**

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

- **Charitable Activities**

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

All resources expended are inclusive of irrecoverable VAT.

Tangible Fixed Assets

Equipment costing £500 or more, and building improvements costing £10,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

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

- Long leasehold land and buildings Over the life of the lease – 125 years, improvements 50 years or 7 years
- Fixtures and equipment 7 years
- Computer equipment 5 years

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025(continued)

1 Statement of accounting policies (continued)

Tangible Fixed Assets (continued)

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

Liabilities

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

Provisions

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

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

Leased Assets

Rentals under operating leases are charged on a straight line basis over the lease term.

Financial Instruments

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

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

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

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 13 and 14. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

Stock

Stationery and office supplies, catering stock, and repair and maintenance supplies are valued at the lower of cost or net realisable value.

Taxation

The Academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

1 Statement of accounting policies (continued)

Taxation (continued)

of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Pensions Benefits

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 25, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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

Fund Accounting

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

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

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

Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

Tangible fixed assets are recognised at cost or valuation, less accumulated depreciation and any impairments. Depreciation takes place over the estimated useful life, down to the assessed residual value. The carrying amount of the Academy's fixed assets is tested as soon as changed conditions show that a

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

1 Statement of accounting policies (continued)

need for impairment has arisen. The present value of the Local Government Pension Scheme defined benefit asset depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 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 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability. The judgement applied and assumptions used, on whether an asset is recognised or restricted, are also set out in the notes.

2 Donations and capital grants

	Unrestricted Funds	Restricted Funds	Restricted Fixed Asset Funds	Total 2025	Total 2024
	£000	£000	£000	£000	£000
Capital grants	-	-	17	17	25
Other donations	15	2	-	17	10
	<u>15</u>	<u>2</u>	<u>17</u>	<u>34</u>	<u>35</u>
2024 Total	5	5	25	35	

3 Funding for the Academy Trust's educational operations

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£000	£000	£000	£000
DfE/DFE Grants				
General Annual Grant (GAG)	-	3,022	3,022	2,898
Other DfE/DFE Grants:				
16-19 core education funding	-	1,085	1,085	1,045
Rates relief grant	-	22	22	20
Mainstream Schools Additional Grant	-	-	-	100
Mainstream Schools NI Grant	-	24	24	-
Teachers Pension Grant	-	62	62	26
Teachers Pay Additional Grant	-	51	51	51
Teachers Pension Grant 16-19	-	59	59	46
Recovery Premium	-	-	-	10
Post 16 Schools budget grant	-	39	39	-
Core School budget grant	-	107	107	-
Pupil & Service Premium	-	45	45	46
	-	-	-	6
Other grants	-	-	-	-
Total Other DfE/DFE grants	-	1,494	1,494	1,350
	-	4,516	4,516	4,248
Other Government grants				
Local authority grants	-	90	90	63
Special educational projects	-	34	34	33
	-	124	124	96
Other income from the Academy Trust's educational operations	444	-	444	493
	444	4,640	5,084	4,837
2024 Total	493	4,344	4,837	

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

4 Other trading activities

	Unrestricted Funds £000	Restricted Funds £000	Total 2025 £000	Total 2024 £000
Hire of facilities	-	-	-	-
Music Lesson Fees	27	-	27	19
Sales to Students	11	-	11	10
Primary & Secondary School Sports Provision	42	-	42	45
Exam Fee Recharges	9	-	9	8
Insurance Income	3	-	3	-
Other	23	-	23	19
	<u>115</u>	<u>-</u>	<u>115</u>	<u>101</u>
2024 Total	<u>101</u>	<u>-</u>	<u>101</u>	

5 Expenditure

	Staff Costs £000	Non Pay Expenditure		Total 2025 £000	Total 2024 £000
		Premises £000	Other £000		
Expenditure on raising funds:					
Direct costs	65	1	17	83	82
Allocated support costs	-	-	-	-	-
Academy's educational operations:					
Direct costs	3,483	-	427	3,910	3,586
Allocated support costs	523	463	417	1,403	1,383
	<u>4,071</u>	<u>464</u>	<u>861</u>	<u>5,396</u>	<u>5,051</u>
2024 Total	<u>3,744</u>	<u>450</u>	<u>837</u>	<u>5,051</u>	

	2025 £000	2024 £000
Net income/(expenditure) for the period includes:		
Operating lease rentals	9	9
Depreciation	179	179
Fees payable to auditor for:		
- audit	9	9
- other services	1	1

6 Charitable activities

	Educational operations £000	Total 2025 £000	Total 2024 £000
Direct Costs			
Teaching and educational support staff costs	3,483	3,483	3,169
Depreciation	179	179	179
Educational supplies	141	141	132
Examination Fees	94	94	92
Staff Development	3	3	4
Other direct costs	10	10	10
	<u>3,910</u>	<u>3,910</u>	<u>3,586</u>

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

6 Charitable activities (continued)

Analysis of support costs	Educational operations £000	Total 2025 £000	Total 2024 £000
Support staff costs	376	376	380
Maintenance of premises and equipment	190	190	149
Cleaning	124	124	92
Light, heat and power	99	99	158
Rent, rates and water	33	33	35
Insurance	17	17	16
Security and transport	3	3	10
Catering	276	276	278
Pension Finance (income)/costs	(43)	(43)	(74)
Other support costs	66	66	63
Trip Expenditure	209	209	265
Auditors' remuneration	10	10	11
Total support costs	1,360	1,360	1,383
	5,270	5,270	4,969

7 Staff

a. Staff costs

Staff costs during the period were:

	Total 2025 £000	Total 2024 £000
Wages and salaries	2,957	2,787
Social security costs	323	270
Operating costs of defined benefit pension schemes	791	685
	4,071	3,742
Supply staff costs	-	2
Staff restructuring costs	-	-
	4,071	3,744

b. Staff numbers

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

	2025 No.	2024 No.
Teachers	39	38
Administration and support	24	26
Management	1	1
	64	65

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

7 Staff (continued)

c. Higher paid staff

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

	2025 No.	2024 No.
£100,001 - £110,00	1	-
£90,001- £100,000	-	1
£70,001 - £80,000	2	1
£60,001 - £70,000	6	3

d. Key management personnel

The key management personnel of the Academy trust comprise the Trustees and the senior management team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy trust was £783,000 (2024: £638,000).

8 Related Party Transactions – Trustees' remuneration and expenses

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

The value of Trustees' remuneration and other benefits was as follows:

S Buck (Headteacher):

Remuneration £100,000- £105,000 (2024: £90,000- £100,000)

Employer's pension contributions paid £25,000 - £30,000 (2024: £20,000- £25,000)

S Ferguson (staff trustee):

Remuneration £15,000 - £20,000 (2024: £15,000 - £20,000)

Employer's pension contributions paid £0,000 - £5,000 (2024: £0,000 - £5,000)

R Davey (staff trustee):

Remuneration £50,000 - £55,000 (2024: not applicable)

Employer's pension contributions paid £5,000 - £10,000 (2024: not applicable)

During the period ended 31 August 2025, travel and subsistence expenses totalling £nil were reimbursed or paid directly to Trustees (2024: £nil).

9 Trustees and officers insurance

In accordance with normal commercial practice the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on Academy business. The insurance provides cover up to £10,000,000 on any one claim and the cost for the period ended 31 August 2025 was included in the DfE Risk Protection Arrangement. The cost of this insurance is included in the total insurance cost.

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

10 Tangible fixed assets

	Freehold Land and Buildings £000	Leasehold Land and Buildings £000	Furniture and Equipment £000	Computer Equipment £000	Total £000
Cost					
At 1 September 2024	47	9,102	299	211	9,659
Additions	-	-	1	17	18
Disposals	-	-	-	(32)	(32)
At 31 August 2025	47	9,102	300	196	9,645
Depreciation					
At 1 September 2024	-	1,004	234	153	1,391
Charged in year	-	137	23	19	179
Disposals	-	-	-	(32)	(32)
At 31 August 2025	-	1,141	257	140	1,538
Net book values					
At 31 August 2024	47	8,098	65	58	8,268
At 31 August 2025	47	7,961	43	56	8,107

On 14 January 2011 The Trustees of Caistor Grammar School transferred a freehold interest in land to the Academy for £nil consideration. This land is included in tangible fixed assets at a valuation of £47,000. On 31 October 2011 the Trustees of Caistor Grammar School Foundation granted a lease with effect from 1st December 2010 of all the land and buildings to the Academy. The lease has a term of 125 years at a peppercorn rent. This was subsequently valued at £5,453,000 by professional valuers and is included in tangible fixed assets.

11 Stock

	2025 £000	2024 £000
Stationery and Office Supplies	1	1
	1	1

12 Debtors

	2025 £000	2024 £000
Trade debtors	-	4
VAT recoverable	28	30
Amounts owed by funding body	43	7
Prepayments and accrued income	55	80
	126	121

13 Creditors: amounts falling due within one year

	2025 £000	2024 £000
Trade creditors	59	80
Other taxation and social security	74	61
Amounts owed to funding body	55	44
CIF Loan	33	34
Other creditors	88	81
Accruals and deferred income	87	170

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

13 Creditors: amounts falling due within one year (continued)

Loans of £33,000 (2024: £34,000) relates to 3 CIF loans.

	2025 £000	2024 £000
Deferred income		
Deferred income at 1 September 2024	148	118
Released from previous years	(148)	(118)
Resources deferred in the year	40	148
Deferred Income at 31 August 2025	40	148

At the balance sheet date the Academy trust was holding funds received in advance but where expenditure can only take place in a future accounting period, mostly for school trips in the following year and catering income held on student accounts.

14 Creditors: amounts falling due after more than one year

	2025 £000	2024 £000
CIF Loans	203	235
	203	235
Analysis of Loans		
	2025 £000	2024 £000
Repayable after five years	97	119
Repayable within five years	139	150
Less: included in current liabilities	(33)	(34)
Amounts included above	203	235
	2025 £000	2024 £000
Loan maturity		
Debt due in one year or less	33	34
Due in more than one year but not more than two years	33	34
Due in more than two years but not more than five years	73	82
Due after more than five years	97	119
	236	269

In 2021 an amount of £315,108 was awarded from the Capital Improvement Fund for the replacement of the roof on the Gym/Manning building. £48,842 of this amount was received as a loan. Repayment of loans commenced in September 2022 upon completion of the project (roof replacement). Also in 2021 an amount of £682,793 was awarded from the Capital Improvement Fund for the replacement of three mobile classrooms. £105,832 of this amount was received as a loan. Repayment of loans commenced in September 2023.

In 2022 an amount of £636,067 was awarded from the Capital Improvement Fund for the urgent replacement of claddings to the walls and roof of the New Hall (now renamed the Newbolt Centre), including refurbishment. £142,422 of this amount was received as a loan. Repayment of loans commenced in September 2024 upon completion of the project in September 2023.

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

15 Funds

	Balance at 1 September 2024 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2025 £000
Restricted general funds					
General Annual Grant (GAG)	25	3,022	(3,010)	(1)	36
16-19 Core Funding	-	1,085	(1,085)	-	-
Pupil and Service Premium	15	45	(60)	-	-
Rates Relief Grant	-	22	(22)	-	-
Mainstream Schools NI Grant	-	24	(24)	-	-
Teachers Pension Grant (TPECG)	-	62	(62)	-	-
Teachers Pay Additional Grant (TPAG)	-	51	(51)	-	-
Post 16 Schools budget	-	39	(39)	-	-
Core Schools Budget Grant	-	107	(107)	-	-
Teachers Pension Grant 16-19	-	59	(59)	-	-
COVID up Premium	17	-	(9)	-	8
Other DFE grants	18	-	(3)	-	15
Other COVID-19 funding	21	-	-	(21)	-
Other government grants	34	124	(116)	-	42
Other funding	17	2	(2)	-	17
Pension reserve	-	-	43	(43)	-
	147	4,642	(4,606)	(65)	118
Restricted fixed asset funds					
Transfer on conversion	5,543	-	-	-	5,543
Devolved Formula Capital Grant	301	17	-	-	318
Other DFE Capital Grants	2,556	-	-	-	2,556
Capital expenditure from GAG	857	-	-	34	891
Capital expenditure from DFE	24	-	-	-	24
Grants (COVID catch up)	148	-	-	-	148
Capital expenditure from residual LEA funds					
Depreciation	(1,430)	-	(179)	-	(1,609)
	7,999	17	(179)	34	7,871
Total restricted funds	8,146	4,659	(4,785)	(31)	7,989
Total unrestricted funds	359	580	(568)	(12)	359
Total funds	8,505	5,239	(5,353)	(43)	8,348

The specific purposes for which the funds are to be applied are as follows. The trust is carrying a net surplus of £118,000 on restricted general funds (excluding pension reserve) plus unrestricted funds of £359,000, giving a total of £477,000 excluding the pension and fixed asset reserves. The fixed asset fund transfers relates to funds transferred into fixed assets of £34,000 relates to repayment of three CIF loans and lockers for students.

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

15 Funds (continued)

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

	Balance at 1 September 2023 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance at 31 August 2024 £000
Restricted general funds					
General Annual Grant (GAG)	2	2,898	(2,849)	(26)	25
16-19 Core Funding	-	1,045	(1,045)	-	-
Pupil and Service Premium	15	46	(46)	-	15
Rates Relief Grant	-	20	(20)	-	-
Mainstream Schools Additional Grant (MSAG)	-	100	(100)	-	-
Teachers Pension Grant (TPECG)	-	26	(26)	-	-
Teachers Pay Additional Grant (TPAG)	-	51	(51)	-	-
Recovery Premium	-	10	(10)	-	-
Teachers Pension Grant 16-19	-	46	(46)	-	-
Catch up Premium	26	-	(9)	-	17
Other DFE grants	18	6	(6)	-	18
Other COVID-19 funding	21	-	-	-	21
Other government grants	46	96	(108)	-	34
Other funding	17	5	(5)	-	17
Pension reserve	-	-	74	(74)	-
	145	4,349	(4,247)	(100)	147
Restricted fixed asset funds					
Transfer on conversion	5,543	-	-	-	5,543
Devolved Formula Capital Grant	284	17	-	-	301
Other DFE Capital Grants	2,548	8	-	-	2,556
Capital expenditure from GAG	831	-	-	26	857
Capital expenditure from DFE Grants (COVID catch up)	24	-	-	-	24
Capital expenditure from residual LEA funds	148	-	-	-	148
Depreciation	(1,251)	-	(179)	-	(1,430)
	8,127	25	(179)	26	7,999
Total restricted funds	8,272	4,374	(4,426)	(74)	8,146
Total unrestricted funds	382	602	(625)	-	359
Total funds	8,654	4,976	(5,051)	(74)	8,505

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 202 (continued)

15 Funds (continued)

The Restricted Fixed Asset Fund represents fixed assets funded by capital grants and assets transferred on conversion to an Academy less CIF loans owing.

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

The Academy's support staff are entitled to membership of the Local Government Pension Scheme. The Academy's share of the Scheme's assets has been assessed by the Scheme's Actuary (FRS102 valuation) as at 31 August 2025 to be more than its liabilities in the Scheme. This has not been recognised on the basis that the balance is not deemed to be recoverable through reduced contributions in the future or through refunds from the plan, as the future employer contributions exceed the estimated service cost. Consequently, the Academy Balance Sheet shows a nil balance (2024:£nil).

16 Analysis of net assets between funds

Fund Balance at 31 August 2025 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	8,107	8,107
Current assets	359	481	-	840
Current liabilities	-	(363)	(33)	(396)
Non Current liabilities	-	-	(203)	(203)
Pension scheme liability	-	-	-	-
Total net assets	359	118	7,871	8,348

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	8,268	8,268
Current assets	359	583	-	942
Current liabilities	-	(436)	(34)	(470)
Non Current liabilities	-	-	(235)	(235)
Pension scheme liability	-	-	-	-
Total net assets	359	147	7,999	8,505

17 Capital commitments

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

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

18 Commitments under operating leases

At 31 August 2025 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:	2025 £000	2024 £000
Amounts due within one year	9	9
Amounts due between one and five years	7	16
Amounts due after five years	-	-
	16	25

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

	2025 £000	2024 £000
Net (expenditure)/income for the reporting period (as per the statement of financial activities)	(157)	(75)
Adjusted for:		
Depreciation [note 10]	179	179
Loss on disposal of fixed assets	-	-
Capital grants from DfE and other capital income	(17)	(25)
Interest receivable	(6)	(3)
Defined benefit pension scheme cost less contributions payable [note 25]	-	(74)
Defined benefit pension scheme finance cost [note 25]	-	27
Decrease/(increase) in stocks	-	1
Decrease/(increase) in debtors	(5)	70
(Decrease)/increase in creditors	(73)	(96)
Net cash provided by / (used in) Operating Activities	(79)	4

20 Cash flows from investing activities

	2025 £000	2024 £000
Purchase of tangible fixed assets	(18)	(132)
Capital grants from DfE/DFE	17	25
Interest received	6	3
Net cash (used in)/provided by investing activities	5	(104)

21 Cash flows from financing activities

	2025 £000	2024 £000
Repayment of borrowings	(33)	(22)
Cash inflows from new borrowing	-	99
Net cash (used in)/provided financing activities	(33)	77

22 Analysis of cash and cash equivalents

	At 31 August 2025 £000	At 31 August 2024 £000
Cash in hand and at bank	820	820
Total cash and cash equivalents	820	820

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

23 Analysis of changes in net debt

	At 1 September 2024 £000	Cash flows £000	Other non- cash changes £000	Total Funds 2025 £000
Cash	820	(107)	-	713
	820	(107)	-	713
Loans falling due within one year	(34)	34	(33)	(33)
Loans falling due after more than one year	(235)	-	32	(203)
Total	551	(73)	(1)	477

24 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.

25 Pension and similar obligations

The Academy 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 the West Yorkshire Pension Fund. 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 £88,000 were payable to the schemes at 31 August 2025 (2024: £67,000) and are included within creditors.

Teachers' Pension Scheme

Introduction

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

The TPS is an unfunded scheme and members and employer makes contributions, as a percentage of salary - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

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

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

Caistor Grammar School

Notes to the Financial Statements for the year ended 31

August 2025 (continued)

25 Pension and similar obligations (continued)

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

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

The employer's pension costs paid to TPS in the period amounted to £638,000 (2024: £531,000). A copy of the valuation report and supporting documentation is on the [Teachers' Pensions website](#).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the academy trust has taken advantage of the exemption under FRS102 and 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 2025 was £209,000 (2024: £210,000), of which employer's contributions totalled £170,000 (2024: £170,000) and employees' contributions totalled £40,000 (2024: £40,000). The agreed contribution rates for the future years are 5.5% to 6.8% per cent for employees and 25% per cent for employers.

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.

Caistor Grammar School

Notes to the Financial Statements for the year ended 31

August 2025 (continued)

25 Pension and similar obligations (continued)

Principal actuarial assumptions	At 31 August 2025	At 31 August 2024
Rate of increase in salaries	3.5%	3.8%
Rate of increase for pensions in payment/inflation	2.95%	2.8%
Discount rate for scheme liabilities	5.95%	5.05%
Inflation assumption (CPI)	2.5%	3.25%
Commutation of pensions to lump sums	50% (for pre-April 2008 service) 75%(for post-April 2008 service)	50% (for pre-April 2008 service) 75%(for post-April 2008 service)

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

	At 31 August 2025	At 31 August 2024
<i>Retiring today</i>		
Males	21.4	19.5
Females	23.4	22.7
<i>Retiring in 20 years</i>		
Males	23.0	20.7
Females	25.1	24.1

Sensitivity Analysis	At 31 August 2025	At 31 August 2024
	£'000	£'000
Discount rate +0.1%	92	132
Discount rate -0.1%	98	141
Mortality assumption – 1 year increase	98	141
Mortality assumption – 1 year decrease	92	132
CPI rate +0.1%	98	141
CPI rate -0.1%	91	132

The Academy trust's share of the assets in the scheme were:	Fair value at 31 August 2025 £000	Fair value at 31 August 2024 £000
Equity instruments	1,712	1,525
Debt instruments	382	387
Property	236	198
Cash	86	93
Infrastructure	142	117
Absolute return fund	548	463
Total market value of assets	3,106	2,783

The actual return on scheme assets was a gain of £231,000 (2024: return of £295,000)

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

25 Pension and similar obligations (continued)

Amount recognised in the statement of financial activities	2025 £000	2024 £000
Current service cost (net of employee contributions)	129	122
Past service costs	-	-
Interest income	(143)	(132)
Interest cost and interest on impact of asset ceiling	139	105
Administration expenses	2	1
Total amount recognised in the SOFA	127	96

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

	2025 £000	2024 £000
At 1 September	2,227	1,987
Current service cost	129	122
Past service cost	-	-
Interest cost	111	105
Employee contributions	39	40
Actuarial loss/(gain)	(351)	63
Benefits paid	(95)	(90)
At 31 August	2,060	2,227

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

	2025 £000	2024 £000
At 1 September	2,783	2,403
Interest income	143	132
Actuarial gain/(loss)	68	129
Employee contributions	39	40
Employer contributions	170	170
Benefits paid	(95)	(90)
Administration expenses	(2)	(1)
At 31 August	3,106	2,783

The actuarial report valued a pension scheme surplus of £1,046,000 (2024:£556,000) as set out by the disclosures above. This balance has not been recognised on the basis that the balance is not deemed to be recoverable through reduced contributions in the future or through refunds from the plan, and as future employer contributions exceed the estimated service cost.

The estimated value of employer contributions for the year ended 31 August 2026 is £175,000.

Caistor Grammar School

Notes to the Financial Statements for the year ended 31 August 2025 (continued)

26 Related party transactions

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

No related party transactions took place in the period of account, other than certain Trustees' remuneration and expenses already disclosed in note 8.

27 Agency arrangements

The Academy Trust administers the disbursement of the new discretionary learner support for learners, 16-19 Bursary Funds, on behalf of the DfE. In the year it received £37,041 (2024: £34,895) and disbursed £9,698 (2024: £15,039), and had an amount held in other creditors at the start of the year of £29,296 (2024: £11,183), with therefore an amount of £54,787 (2024: £29,296) repayable by the Academy Trust at the 31 August 2025 is included in other creditors. The Academy Trust retained a beneficial interest in individual transactions such that £1,825 (2024: £1,745) has been recognised in income and expenditure in the statement of financial activities.