

Company Registration No. 07698506 (England and Wales)

**HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST**  
**(A COMPANY LIMITED BY GUARANTEE)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2024**

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

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# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### Trustees (Governors and Directors)

T Brown\*  
H Burkett (Headteacher)\*  
M Hiller\* (Chair of Trustees – resigned 31<sup>st</sup> August 2024)  
M Holt\*  
L Hopper\*(resigned 31<sup>st</sup> August 2024)  
A Ling  
E Mason (resigned 17<sup>th</sup> November 2023)  
K Morash (resigned 24<sup>th</sup> April 2024)  
T Salmon\*  
H Whitmore  
P McKeaveny (appointed 8<sup>th</sup> January 2024)  
C O'Toole (appointed 8<sup>th</sup> January 2024)

\* Members of the Site, Buildings and Finance Committee

### Members

S Bishop (resigned 19<sup>th</sup> May 2024)  
N Hobden  
M Hiller  
G Snell (appointed 6<sup>th</sup> February 2024)  
M Boughton (appointed 12<sup>th</sup> February 2024)

### Senior Leadership Team

- Headteacher	H Burkett
- Deputy Headteacher	A Gage
- Deputy Headteacher	R Edwins
- Assistant Headteacher	L Neill (resigned 31 <sup>st</sup> August 2024)
- Assistant Headteacher	H Smith
-Assistant Headteacher	P Ryder (appointed 1 <sup>st</sup> September 2024)
- Assistant Headteacher	T Boag
- Business Manager	A Newman (resigned 21 <sup>st</sup> April 2024)
- Business Manager	R Danso (appointed 22 <sup>nd</sup> April 2024, resigned 31 October 2024)
- HR Manager	A Dennett
- The View @ East Street Manager	T Copeland

### Company Secretary

M Gailey (resigned 24<sup>th</sup> May 2024)  
K Flower (appointed 17<sup>th</sup> September 2024)

### Company Registration Number

07698506 (England and Wales)

### Registered Office

Brionne Gardens  
Tonbridge  
Kent  
TN9 2HE

### Independent Auditor

Baxter & Co  
Lynwood House  
Crofton Road  
Orpington  
BR6 8QE

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## REFERENCE AND ADMINISTRATIVE DETAILS

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### **Bankers**

Lloyds Bank PLC  
121 High Street  
Tonbridge  
Kent  
TN9 1DB

### **Solicitors**

Warners  
Bank House  
Bank Street  
Tonbridge  
Kent TN9 1BL

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the Financial Statements and auditor's report of the charitable company for the year 1 September 2023 to 31 August 2024. The Annual report serves the purposes of both a trustees' report, and a directors' report and strategic report under company law.

The Academy has a student capacity of:

Site	Capacity	Number of Students on roll - Census October 2023
Main School Site – Hillview	1,430	1,467
Satellite Site – The View	91	60
<b>TOTAL</b>	<b>1,521</b>	<b>1,527</b>

### Structure, governance and management

#### Constitution

The Charitable Company is a company limited by guarantee incorporated on 8 July 2011, and the predecessor school converted to Academy status on 1 August 2011. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust.

The Trustees of Hillview School for Girls Academy Trust are also the directors of the charitable company for the purposes of company law. Details of the Trustees who served during the year, and to the date these Financial Statements are approved, are included in the Reference and Administrative Details on page 1.

#### Members' liability

Each member of the company undertakes to contribute to the assets of the company in the event of the company being wound up while they are a member, or within one year after they cease to be a member. The liability of the members is limited to £10 each for the debts and liabilities contracted before they ceased to be a member. The Academy is an exempt charity.

#### Trustees' indemnities

The Academy Trust maintains Trustees' and officers' liability insurance which gives appropriate cover for any legal action brought against the Trustees. The Academy Trust has also granted indemnities to each of its Trustees and other officers to the extent permitted by law. Qualifying third party indemnity provisions (as defined by section 234 of the Companies Act 2006) were in force during the period and remain in force in relation to certain losses and liabilities which the Trustees or other officers may incur to third parties in the course of acting as Trustees or officers of the Academy Trust. Details of the insurance cover provided are in note 10 to the financial statements.

No indemnities have been given to any third parties on behalf of any of the Trustees.

#### Principal activities

The principal activity of Hillview School for Girls Academy Trust is to provide a state education to girls aged 11 to 19 and boys aged 16 to 19 of all abilities within the non-selective sector. There is a Performing and Visual Arts ethos which extends across the whole curriculum. Funding is obtained from the Department for Education (DfE) through the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes.

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

The Trustee Body (including vacancies) comprises the following:

- a) Five members (currently four in role)
- b) Up to nine Trustees appointed by the Members (who may also be Members)
- c) Up to three Trustees appointed by the Trustee Body
- d) Up to two Staff Trustees elected by the staff (one in role – removed from composition following amendment to guidance)
- e) Two Parent Trustees elected by parents
- f) The Headteacher is an ex-officio Trustee

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## TRUSTEES' REPORT

*FOR THE YEAR ENDED 31 AUGUST 2024*

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Trustees are recruited according to identified skill set requirements and diversity needs of the overall Board of Trustees. Recruitment is undertaken via national platforms and social media advertising campaigns, alongside direct approaches to individuals/firms where a specific skills set/experience is required. In 2023-24 the recruitment aim was to broaden the skillset of the board. In 2023/24 an external review was conducted by the NGA for Schools and Trusts. Following the recommendations made it was agreed that the Headteacher should be the sole staff trustee member and following guidance regarding the removal of need for a staff trustee and discussion with E Mason she resigned from that position. The Trustee board plan to run the election to fill the parent trustee vacancy in the 2024-25 academic year and further expand the trustee board.

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

The Trustee Board is committed to the promotion of training for all Trustees, both at the point of induction and CPD. The training and induction provided for all Trustees will depend on their existing experience, committee membership, link Trustee role and any special role (on a panel or pool membership).

All new Trustees receive an induction pack and are given a tour of the school. Where necessary, induction will go beyond the pack and provide training in charity, educational, legal and financial matters.

All Trustees have access to the 'G-portal' where all current and historic documents are stored. They also are provided with the information needed (including policies, minutes, budgets, risk register etc) to undertake their role as Trustees. All Trustees have access to the NGA and the National College to undertake additional training pertinent to their role/experience and this is supported further by the School's HR Manager.

All Trustees undergo Safeguarding and Prevent training as well as Cyber Security training.

### Organisational structure

The Board of Trustees, the majority of whom are non-executive, comprises those persons appointed under the Articles of Association. The Board meets at least three times a year and has several committees, including:

Hillview Academy Trust:

- Steering Committee
- Site, Buildings and Finance Committee
- Audit and Risk Committee

Hillview School for Girls:

- Standards and Achievement Committee
- Welfare Committee

The View @ East St:

- Standards, Achievement and Welfare Committee

Littleview Nursery:

- Littleview Nursery Committee.

All of these committees are formally constituted with terms of reference and comprise appropriately qualified and experienced members.

Trustees delegate specific responsibilities to the committees, the activities of which are reported to and discussed at full Trustee Body meetings. Day to day management of the Academy is undertaken by the Headteacher, supported by the Senior Leadership Team.

The Trust has no subsidiaries.

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

The Senior Leadership Team (SLT) are the key management personnel of the trust. Trustees are also senior management although they receive no pay or other remuneration in respect of their role as Trustees. Where Staff Trustees are in place, they receive remuneration for their role as staff and their pay is determined in the same way

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## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

as applicable to all other staff. Further details of remuneration paid to staff who are Trustees is set out within the notes to the accounts.

The pay of the Headteacher is set annually by the Pay Committee, having regards to performance against objectives set the previous year. Pay of other SLT members is also set by the Pay Committee again having regard to performance against previously agreed objectives and any recommendations made by the Headteacher.

#### Trade union facility time

##### Relevant union officials

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	0304915

##### Percentage of time spent on facility time

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

##### Percentage of pay bill spent on facility time

Total cost of facility time	£0
Total pay bill	£7,949k
Percentage of the total pay bill spent on facility time	0%

##### Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours.	0%
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#### Related parties and other connected charities and organisations

##### The Friends of Hillview School PTA

The Friends of Hillview School PTA (a registered charity) run events to raise money for the school during the year.

Their priority has been to raise funds to support external seating and teaching space which will be constructed within the next academic year 2024-25: £11,500

Sprung gymnastics runway –by compliment funds raised by the PE team: £2000

£600 towards the Year 13 prom

##### Viewpoint

Viewpoint is a KS4 anxiety-based school refusal provision established in November 2020 as part of The View @ East St satellite provision. Hillview Academy Trust has 100% ownership and control of the provision, which outsources places to local secondary schools. The primary function is to provide education to KS4 students with anxiety-based school refusal and aims to support students to re-engage with education, access learning and qualifications, and support their progression onto further education and reduce NEET levels in West Kent. The educational offer is in line with the core curriculum and supports the achievement of up to 5 qualifications at a grade 4 or above, which is the basic expectation for Level 3 entry. Hillview has a long-established reputation and belief in fully inclusive education and this provision is in line with this belief.

##### West Kent Single Academy Trust Alliance

West Kent Single Academy Trust Alliance (WKSATA) defines the relationship between a collection of single academy trusts in the West Kent area. The alliance is not a formal company or charity. There are 6 schools within the alliance, which each hold an equal status within the alliance, through Headteacher participation within the



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

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### FOR THE YEAR ENDED 31 AUGUST 2024

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strategic board, which has been agreed at governance level. The schools in the alliance are The Cranbrook School, Hadlow Rural Community School, Hillview School for Girls, Knole Academy, Tonbridge Grammar School and Trinity School. Participation within the alliance is reviewed and determined by each individual member school annually. An annual contribution to the running of the alliance is made on a per pupil basis. The primary function is to support continuous strong performance and standards for the benefit of the schools as a collective. The aim is to secure ongoing high performance across all schools and to learn from each other practices for the benefit of each child and staff member. As an Academy Trust, the aim is always to offer the highest levels of provision and standards and the alliance is an active collaborative approach to these aims.

#### Employee involvement

Academy staff were empowered to elect two colleagues to sit and serve as Trustees. Following the revisions within the Academy Handbook, the staff roles have been removed from the Trustee board. Trustees meet with staff throughout the year in a new staff welcome meeting, Quality of Education Review (QoER) staff voice, invitations to committee meetings and during Trustee school visits.

#### Disabled persons

Lifts, ramps and disabled toilets are installed, and door widths are adequate to enable wheelchair access to all the main areas of the Academy. The policy of the Academy is to support recruitment and retention of students and employees with disabilities. The Academy does this by adapting the physical environment, by making support resources available and through training and career development.

#### **Objectives and activities**

##### Objectives and aims

The principal object of the company is to advance for the public benefit, education in the United Kingdom. It achieves this object through the operation of Hillview School for Girls, providing a state education, free of charge, to pupils aged 11 to 19.

##### **Objectives, strategies and activities**

The main objectives of the Academy during the 2023-24 academic year are summarised below:

##### **Whole school priorities**

- Increase levels of active participation
- Establish high aspirations and expectations, maintaining upward trajectory in results
- Develop and raise levels of engagement with the school community
- Maintain an efficiency and effectiveness rationale

##### **Standards and Achievement**

- Secure highly effective practice for all learners across all Key Stages of learning
- Target achievement across all groups, particularly the disadvantaged and more able

##### **Welfare**

- Respond to the growing needs of society: Safeguarding, Behaviour & Attitudes, Personal Development
- Improve attendance levels
- Support student and staff wellbeing and mental health

##### **Business**

- Secure a balanced budget
- Secure financial stability at The View @ East St to ensure its future viability
- To conduct a 360 review for the Chair and consider any areas for development

#### Public benefit

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

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# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

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### Strategic report

#### Achievements, performance and key performance indicators

Detailed analysis of Hillview performance is included within the Hillview Self Evaluation document. Hillview was recognised as being in the top 25% of all schools, by Alps at KS4 & KS5, based on progress and Value Added.

#### KS4 - 2024 (AWARDED DATA)

Hillview achieved strong results, which bucked the national trend: Grade 4+ 78.8% against a national figure of 67.7%. The vast majority of subjects achieved higher than the 4+ proportional data. Both English and Maths saw improved grades across the ability range, with Maths increasing performance at the 5+ measure by 12%. In turn this means that students achieving the 4+ in E&M increased by 2% and achieving the 5+ in E&M by 12%. Hillview was the second highest non-grammar school in Kent and highest non-selective in Kent based on Progress 8 and recognised as 'above average' in national performance data 2023-24

**Attainment 8: 49.4**

**Progress 8: +0.38**

	7+	5+	4+
English	31%	81%	92%
Maths	11%	56%	77%

**GCSE grade 4-9 English and Maths: 76%**

**GCSE grade 5-9 English and Maths: 53%**

#### KS5 - 2024

Performance was solid at KS5. The top end continued to be affected by A grade boundary changes, with many students being impacted upon by the disparity between the A grade distribution across the subject range.

	Overall	A Levels	Applied
A*- A	13.5%	14.3%	9.4%
A*- B	42.1%	46.6%	9.4%
A*- C	77.7%	78.7%	68.8%
A*- E	93.9%	98.4%	100.0%
Average Grade	C+	C+	Distinction -
Value added	-0.41	-0.41	+0.16

The View@East St secured positive results demonstrating some significant progress and achievement. 95% of students secured destination pathways.

#### Strengths in 2023-24

- Hillview received a 'Good' Ofsted judgement
- Incredible team morale across the school – underpinned by strong support and targeted Staff welfare provision
- Focused on engagement within the lesson and driving Ambition for Learning
- Hillview responded well to shifts in behaviour patterns and these did not impact upon the quality of education provided
- Sustained high level of admissions NOR year 7 and year 12
- Positive staff recruitment for Sept 2024 start
- Mental health for staff and students a priority, with increasing support for parents and students and engagement with KCC support

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

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- The View @ East St satellite school has maintained a positive trajectory with a very different cohort. - maintaining a waiting list for the new academic year
- Annual investment level set for TV@ES with the budget predicting this meeting the demand
- The Viewpoint provision supported students from a wider area, including from Maidstone and Cranbrook

#### Weaknesses in 2023-24

- Changes in staffing with the SEN leadership alongside further Increase in student needs placed significant pressures upon this team
- In year staffing needs were difficult to recruit (quality) resulting in cover staff being required in the mid term
- Needed to tap into overseas recruitment for staff who require additional support, resources and agency costs, placing the Hillview resources under pressure
- Science building roofing issue (under warranty), the original contractors have been obstructive in addressing and diagnosing the issue, with repairs outstanding and continued impact on this vital subject. The DFE emergency fund will need to be accessed.
- Changes in staffing at both SLT and Trustee level have placed additional pressures on the team and, in terms of a governance professional, challenging to recruit for.

Cost of living crisis: The Christmas fundraising appeal raised over £3,000 and supported 46 families to have a happy Christmas during some very dark times. The Academy established a toiletry donation bank for the summer and were able to donate care packages for the families most in need. The school supports families in affording the school uniform and have reviewed the school uniform skirt and sought a cheaper alternative. The PTA offer second-hand uniform sales and pupil premium families are invited to exclusive events to ensure that they have first refusal of second-hand uniform. The HR Manager supported staff who were struggling with the cost of living, by negotiating car shares and establishing 'free school meals' for staff.

#### Other educational activities

Hillview believes that every child has 'Pure Potential' and looks to support students to unlock their 'Pure Potential', to drive their future and thrive in society. Therefore, the school offers every child the opportunity to be part of something bigger, encouraging all students to be engaged beyond education. Students learn beyond the classroom by attending trips, linking with industrial/sector specialists, and taking part in competitions. The School also offers a breadth of clubs taking place at lunchtime and afterschool. These can include Cheerleading, trampolining, netball, costume design, record label and Hillview Newspaper.

Hillview has been accepted as part of the Turing scheme which saw 30 students travel overseas in 2023-24 and supports the disadvantaged to gain cultural activities through the scheme itself and in offering additional visits.

#### Development of school facilities

Due to the ongoing issue with the Science building roof, temporary buildings were sourced to expand capacity and offer a base for A Level subjects which had lost classrooms to the closure. A significant amount of time and expenditure has been invested in seeking a resolution to building failure.

Another classroom was developed through the addition of an external door. Currently this is housing a pastoral team temporarily due to the closure of one floor of the Science Building. A further classroom was converted from a computer suite to a classroom to support timetabling. Other general maintenance projects occurred, in the main ensuring the flooring is fit for purpose.

Following a tender process a new catering firm was appointed and significant improvements have been made to the canteen servery provision in the school.

The CIF bids for boilers and fire prevention within the canteen building were not successful due to lack of urgent need. These will be revised and applied for again in 2024-25.

#### Careers and destinations

Hillview works with an independent careers advisor to offer both high quality and impartial careers advice to all of our students. The Future Pathways team have evolved and improved the provision as a whole. They are one of the

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# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 AUGUST 2024*

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few careers teams locally to be on-site during the results days and supported Hillview and external students alike. The school retained the full Investors in Careers, in recognition of its high standards of careers advice and development of employability skills across the school. Our links with the Careers and Enterprise Company continued and a highly successful whole school careers event ran in June 2024, with a creative careers event in November 2023.

There was a wide range of destinations for Hillview Year 13 students with 64% of the cohort progressing onto further or higher education. 85% achieved their first-choice university and 5% achieved their insurance or alternative place. 16% will be attending Russell Group universities. In addition to HE and FE options, students were provided with extensive support and guidance across a range of options available to them after Year 13. 27% of students are planning to enter the workplace – 2 of which are setting up their own businesses. 3% have secured apprenticeships, 2% are taking positions in the armed forces and 4% are planning to travel and have a gap year.

The careers team enhanced the provision lower down the school with talks from BAE systems. The career pathways were discussed as key foci within these talks.

The outgoing Year 11 students accessed a wide range of destinations: 45% L3 courses Hillview Sixth form, 7% TV@ES, 13% other 6<sup>th</sup> form centres, 31% college, 1% apprenticeships and 3% other.

#### Key Performance Indicators (KPIs)

Hillview is a 'good' school September 2023.

Littleview nursery, achieved a 'good' Ofsted grading in May 2023, previously 'outstanding' in Sept 2017.

Hillview is amongst the top performing nonselective schools in the country based on Progress 8 and is well above national average for all schools and academies.

In 2023-24 Hillview received 'Exceptional In Year Growth funding' for increasing Sixth form numbers. This was in part due to growing numbers being achieved at The View@East St.

Hillview's financial health is strong. Whilst an in-year deficit has been seen, this is, in part due to exceptional costs being incurred following the closure of classrooms due to a failing roof, the expenditure being for temporary classrooms and the costs of investigations and specialists. In addition, Hillview agreed increased pay increases for support staff to bring them closer to teacher pay increases.

#### **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. 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 Accounting Policies.

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2024

### Financial review

The Academy received its income from a number of different sources. The majority of its income comes from central government via the Education and Skills Funding Agency (ESFA) who provide a grant, based largely on student numbers, to cover staffing and other general running costs (General Annual Grant - GAG). The ESFA may provide additional grants which are earmarked for specific purposes (such as Pupil Premium which must be used to raise the attainment of disadvantaged pupils). These appear in the accounts as DfE/ESFA grants. Where the Academy receives grants or other funding from the Local Authority (such as where the Academy undertakes responsibilities on their behalf in respect of certain students) this appears in the accounts as other government grants. Such income is collectively referred to as "Restricted Funds". Other income is received from parents (for example as contributions to trips or other costs) and from third parties (for example from bank interest on account balances or from others who are charged for their use of our facilities). Such other income may be restricted or unrestricted, depending on whether it comes with conditions as to its use or whether it is available for spending at the discretion of the Trustees.

The Academy holds funds in two broad categories, funds which are available for spending and other funds which are not available for spending. Spendable funds are in turn sub-categorised between those which are available for spending at the discretion of Trustees ("Unrestricted Funds") and those which are subject to condition or restriction, ("Restricted Funds").

Funds not available for spending include the book value of fixed assets such as land, buildings and equipment. These have a value and are, therefore, included as assets in the accounts but, clearly, we cannot spend this value. In common with all academies and local authorities, our share of the Local Government Pension Scheme (LGPS) surplus / (deficit) must also be reflected in our accounts and as this is not a conventional asset / (liability), it is not included in spendable funds. The Trust meets its obligations in respect of the LGPS by paying over pension contributions due as calculated by the scheme's actuaries.

The following balances held were held at 31 August:

Fund	Category	2024 £'000	2023 £'000
GAG	Restricted General Funds	-	167
Other DfE/ESFA Grants	Restricted General Funds	-	-
Other Income	Restricted General Funds	-	50
	<b>Sub-total General Restricted Funds</b>	<b>-</b>	<b>217</b>
Unspent Capital income	Restricted Fixed Asset Fund	-	3
Other Income	Unrestricted General Fund	845	862
	<b>Sub-Total Spendable Funds</b>	<b>845</b>	<b>1,082</b>
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	9,440	9,787
Share of LGPS Surplus / (Deficit)	Restricted Pension Reserve	-	66
	<b>Total All Funds</b>	<b><u>9,440</u></b>	<b><u>10,935</u></b>

During the year under review there was a decrease of £217k (2023: decrease of £105k) on general restricted funds, a decrease of £17k (2023: increase of £71k) on unrestricted funds and after LGPS valuation adjustments, depreciation and capital income and expenditure, an overall decrease of £650k (2023: increase of £198k) on total funds.

The Academy continues to see strong student numbers joining in both Year 7 and Year 12. A neighbouring non-selective secondary school has moved from all boys to mixed sex intake from September 2023. Any impact of this is being monitored, however there has been no impact on student numbers for the September 2024 intake and the year group holds a waiting list.



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 AUGUST 2024

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Recruitment of staff in specific areas continues to be challenging. The Academy has worked hard to review its workforce/succession planning, recruitment processes and use more targeted advertising to try to mitigate the risk of not being able to recruit sufficient quality of teachers and support staff.

Hillview has a fixed rate contract for energy supply on the main school site, which expires in 2026 and therefore, the increase in energy prices has not affected the short-term budget. Recommended cost increase guidance has been followed in the five-year financial planning, which will be reviewed annually to plan for future increases in costs.

The Academy Trust has worked with both the ESFA and Kent County Council (KCC) to find a funding solution to secure the future for The View @ East St. Solutions are temporary and do not resolve the longer-term funding gap. Trustees have agreed to continue investing in The View @ East St for the coming 3 years with a review in the summer of 2025. The Hillview School for Girls Academy Trust is still seeking long term financial security for The View @ East St.

#### Reserves policy

The Trustees have agreed a policy of aiming to hold a minimum of 5% of income as reserves. Reserve levels are regularly monitored by Trustees and Management to ensure that sufficient reserves are maintained to meet anticipated future needs while avoiding long-term accumulation of excessive sums. The Hillview reserves currently sit at 9.5%.

#### Investment policy and powers

There are no investments held beyond cash deposits retained with the major UK clearing banks. Speculative investments are not permitted.

#### Principal risks and uncertainties

Trustees consider the principal risks and uncertainties that the Academy may be exposed to at every meeting, and reviewed within the Audit & Risk committee. Policies and controls have been designed so that these risks and uncertainties can be quickly identified, allowing the Academy to respond swiftly in order to manage them.

As new risks are identified they are added to the risk register and managed. In this way Trustees have assessed the major risks to which the Academy is exposed, in particular those relating to welfare, teaching and learning, provision of facilities, all areas of finance and other operational areas of the Academy.

Where significant risk still remains, Trustees have ensured they have adequate insurance cover. The Academy has an effective system of financial controls and this is explained in more detail in the Governance Statement.

The principal risks are:

- **Strategic and reputational** – insufficient demand for academy places, inability to recruit staff, DfE MAT agenda, capacity of buildings to deliver the strategy goals for students, the risk of unexpected or uncontrollable events. The Science building roof failure has significantly increased risk in the 2023-24 academic year and will continue to do so until resolved.
- **Financial** – deficit from the operation of The View @ East St, income not increasing at the same rate as inflation and cost of living, energy costs from 2026, pension deficits.
- **Operational** – inability to recruit and retain staff, ineffective cyber security.
- **Compliance/Regulatory** – breach of statutory requirements, loss of core senior staff and Trustees.

#### Financial and risk management objectives and policies

As the nature of the financial instruments dealt with by the company is relatively simple (bank balances, debtors and "trade" creditors), Trustees consider the associated risk in this area to be minimal.

The risk resulting from the company's share of the LGPS deficit is managed by following the advice of the scheme's actuaries, specifically as regards the level of contributions payable, ensuring that annual budgets are drawn up to reflect the actuary's advice.

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# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## TRUSTEES' REPORT

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### **Fundraising**

The Trust organises fundraising events and appeals and co-ordinates the activities of our supporters both in the academies and in the wider community on behalf of the Trust.

The Trust ran a Christmas appeal for families struggling financially; £3000 was raised and shared equally amongst families in need.

The Trust does not use professional fundraisers or involve commercial participators.

There have been no complaints about fundraising activity this year.

The Trust complies with the Fundraising Regulator's Code of Fundraising Practice.

All fundraising is undertaken by the Trust in a manner that seeks to ensure that it is not unreasonably intrusive or persistent. Contact is made through email, academy newsletters, the website and via students. All fundraising material contains clear instructions on how a person can be removed from mailing lists.

### **Plans for future periods**

The key priorities for 2024-25 are:

The trustees believe that the Pure Potential Strategy is proving a very effective strategy and that this is demonstrated by the results. The school will continue developing this ethos for the benefit of Hillview students. Additional key priorities include:

### **Whole school priorities**

- Maintain consistency across school systems/ethos
- Increase attainment through 'needed for some but benefiting all' rationale
- Maintain an efficiency and effectiveness rationale

### **Standards and Achievement**

- Secure highly effective practice for all learners across all Key Stages of learning
- Target achievement across all groups, particularly the more able in KS4/5

### **Welfare**

- Respond to the growing needs of society: Safeguarding, Behaviour & Attitudes, Personal Development
- Improve attendance levels
- Support student and staff wellbeing and mental health

### **Business**

- Secure a balanced budget
- Secure financial stability at The View @ East St to ensure its future viability
- To minimise the negative impact of a building closure/remedial works on the school operationally and financially
- Staffing
- Managing Reserves

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## TRUSTEES' REPORT

*FOR THE YEAR ENDED 31 AUGUST 2024*

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

The Trust does not hold any funds as Custodian Trustee for any third party.

### Auditor

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- 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.

Approved by order of the Board of Trustees on .....16th December 2024..... and signed on its behalf by:



T Brown

Chair of Trustees



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## GOVERNANCE STATEMENT

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### Scope of responsibility

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

The Trustee Body 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 Hillview School for Girls Academy Trust and the Secretary of State for Education. The Accounting Officer is also responsible for reporting to the Trustee Body 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 Trustee Body has formally met five times during the period. The effective oversight of the funds is maintained through in depth discussion at the Audit and Risk and Site, Buildings and Finance committees. In addition, the monthly financial reports are shared with the committee members and questions are raised where required. The monthly financial reports are made available to all Trustees. The auditors have raised no substantive concerns with the management of funds.

Attendance during the year at meetings of the Trustee Body was as follows:

Trustees	Meetings attended	Out of possible
T Brown	5	5
H Burkett	5	5
M Hiller (Chair of Trustees)	4	5
L Hopper	4	5
M Holt	4	5
A Ling	3	5
E Mason	1	1
T Salmon	4	5
K Morash	3	4
H Whitmore	3	5
C O'Toole	3	3
P McKeaveney	3	3

### Conflict of interest

The Hillview Academy Trust maintains a robust register recognising conflicts of interest and at each committee/meeting specific conflicts of interest are declared. Where necessary this is on an agenda item basis and if deemed appropriate the Trustee abstains from the discussion and voting.

Due to the Headteacher's family members being employed at the school, there are clear structures in place that manage the conflict of interest. In addition to the basic expectation that they are treated in the same way as any employee:

- Chair of Trustees: agrees and signs the annual pay review and amendments to pay
- The Headteacher abstains from any recruitment panel where the family is a candidate, and a Trustee attends to ensure neutrality
- The SLT oversee the line management and day to day oversight of the employed family member.

There are no conflicts of interest in the control of subsidiaries or joint ventures.

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## GOVERNANCE STATEMENT

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### **Governance reviews**

Mark Hiller remained The Chair of the Trustee board throughout 2023-24 and resigned from the board at the end of his term. Tim Brown as Vice Chair, has now taken on the Chair role for the 2024-25 academic year. In addition, Mrs Melanie Gailey resigned from the Governance professional and company secretary role in May 2024. This position has been difficult to recruit for.

The Trustee Board decided to arrange for an external governance review to be undertaken. NGA for Schools and Trusts were retained and they reported in November 2023. The purpose was to review board practices and process and to benchmark against best practice, understand its strengths and consider areas for improvement.

The report was fully considered by the Trustee Board and a number of recommendations were accepted and implemented. These include steps to improve the development of the strategic five year plan, regular monitoring of KPIs and measurable success criteria and adopting improvements to the management of committee meetings so as to ensure the board is best placed to carry out its core functions well.

Following the review, the role of the Headteacher as a Trustee was considered and the requirement for staff trustees removed from the composition of the board.

The review process has been beneficial to the Trustee Board which was pleased to note it concluded that the board understands the finances of the school and provides good financial oversight and has a sound approach to audit and risk.

An Ofsted inspection of the school took place on 19 and 20 September 2023. Trustees attended for interviews and discussions with the inspector. Trustees were pleased with the positive result of the inspection which was that the school continues to be a good school. The limited areas to be improved relating to support of disadvantaged pupils learning and the need for high achievement to be realised in a small number of subjects are being addressed.

Challenges remain regarding the succession planning of suitably skilled trustees to ensure a balanced board and to succession plans for the future.

There are no changes in the coverage of the Trustee Board's work.

Data reviewed in meetings is obtained from a variety of sources both internal and external. We believe it provides an accurate view of the school.

In support of the school's continued drive to raise standards, Governance focus for 2023/24 has been on continuing improvements in the efficiency and effectiveness of the Trustee Body including:

- terms of reference , meeting management and scope of governance from each committee
- ensuring that the Audit and Risk Committee plays a vital role in governance especially in relation to fiscal governance and risk management
- encouraging active participation of all Trustees in holding school performance to account
- identifying skill gaps
- continuous self-evaluation
- Quality of Education interviews with departmental teams

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## GOVERNANCE STATEMENT

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### Site, Buildings and Finance Committee

The Site, Buildings and Finance Committee is a sub-committee of the main Board of Trustees. Attendance at meetings during the year was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
T Brown	2	3
H Burkett	3	3
M Hiller	3	3
M Holt	3	3
L Hopper	0	3
T Salmon (Chair of committee)	3	3

There is a separate Audit and Risk Committee. Attendance at meetings during the year was as follows:

<b>Trustees</b>	<b>Meetings attended</b>	<b>Out of possible</b>
H Whitmore (Chair of committee)	3	3
M Hiller	3	3
A Ling	2	3
T Salmon	3	3
P McKeaveney	1	2

### 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 educational and wider societal outcomes, as well as estate safety and management achieved in return for the taxpayer resources received.

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

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

- change of Management Information System has improved efficiency and saved money due to the reduction in the number of add on systems required
- review of recruitment of staff processes resulting in more efficient targeted advertising

### The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of the Academy's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Hillview School for Girls Academy Trust for the period 01 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## GOVERNANCE STATEMENT

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the period 01 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

### The risk and control framework

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

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

The Board of Trustees has considered the need for a specific internal audit function and appointed Williams Giles as Internal Auditors. Following investigation, William Giles were unable to provide the specific audit required by Hillview. Therefore, the NGA were used as internal auditors for Governance and Edufin were used as auditors for Payroll. In addition, there is a separate Audit and Risk Committee. The committee has met three times this year.

During the year ended 31 August 2024, checks on controls and transactions were performed and results documented. Findings were reported to and discussed by Trustees. Checks carried out included:

- Testing of payroll systems
- Testing of Governance and procedures

The Board of Trustees is satisfied that the internal checking function has been fully delivered in line with the agreed schedule of work. No material control issues have been notified to Trustees as a result of the internal auditors' work. A broader scope of financial audit will be conducted in 2024-25 to secure greater control and monitoring due to changes in School Business Manager roles.

### 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 the Internal Auditor
- the work of the External Auditor
- the financial management and governance self-assessment process
- the work of the Executive Managers within the Academy trust who have responsibility for the development and maintenance of the internal control framework

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Site, Buildings and Finance Committee. A plan to address weaknesses and ensure continuous improvement of the system is in place.

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## GOVERNANCE STATEMENT

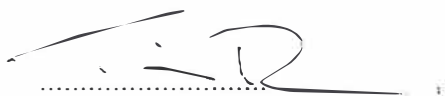
*FOR THE YEAR ENDED 31 AUGUST 2024*

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### 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 Board of Trustees on 16<sup>th</sup> December 2024 and signed on its behalf by:



T Brown  
Chair of Trustees



H Burkett  
Accounting Officer

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

*FOR THE YEAR ENDED 31 AUGUST 2024*

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

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

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

H Burkett  
**Accounting Officer**

A handwritten signature in black ink, appearing to read 'H Burkett', written over a horizontal dotted line. The signature is stylized and includes a long horizontal stroke extending to the right.



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

*FOR THE YEAR ENDED 31 AUGUST 2024*

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The trustees (who are also the directors of Hillview School for Girls Academy Trust for the purposes of company law) are responsible for preparing the Trustees' report and the Financial Statements in accordance with the Academies Accounts Direction 2023 to 2024 published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these Financial Statements, the Trustees are required to:

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

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

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

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

Approved by order of the members of the Board of Trustees on 16/12/24 and signed on its behalf by:

  
T Brown  
Chair of Trustees



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### **Opinion**

We have audited the Financial Statements of Hillview School for Girls Academy Trust for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the Financial Statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency.

In our opinion the Financial Statements:

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

### **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 Trust in accordance with the ethical requirements that are relevant to our audit of the Financial Statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the 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 Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

### **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 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.

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### **Opinions 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 incorporated strategic report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Trustees' report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report, including the incorporated strategic report.

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

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

### **Responsibilities of Trustees**

As explained more fully in the statement of Trustees' responsibilities, the Trustees 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 Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company, 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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

- Enquiry of management and those charged with governance around actual and potential litigation and claims.
- Enquiry of management to identify any instances of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing internal assurance reports.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2024*

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A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 charitable company'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 charitable company'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 charitable company and the charitable company's Members as a body, for our audit work, for this report, or for the opinions we have formed.



**Louise Hallsworth FCA (Senior Statutory Auditor)**

for and on behalf of Baxter & Co

19 December 2024  
.....

Chartered Accountants  
Statutory Auditor

Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY

*FOR THE YEAR ENDED 31 AUGUST 2024*

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In accordance with the terms of our engagement letter dated 14 November 2024 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Hillview School for Girls Academy Trust during the period 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Respective responsibilities of Hillview School for Girls Academy Trust's accounting officer and the reporting accountant**

The accounting officer is responsible, under the requirements of Hillview School for Girls Academy Trust's funding agreement with the Secretary of State for Education dated 1 August 2011 and the Academy Trust Handbook, extant from 1 September 2023, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

### **Approach**

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

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

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

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

The work undertaken to draw to our conclusion includes:

- Review of payments to staff;
- Review of payments to suppliers and other third parties;
- Review of grant and other income streams;
- Review of some key financial control procedures;
- Discussions with finance staff;
- Consideration of the record maintained by the Accounting Officer of the oversight they have exercised;
- Consideration of the programme of internal scrutiny implemented by the Academy Trust in order to comply with its obligations under 3.1 of the Academy Trust Handbook 2023, issued by the ESFA.

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST AND THE EDUCATION AND SKILLS FUNDING AGENCY (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### **Conclusion**

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

*Baxter & Co.*

### **Reporting Accountant**

Baxter & Co  
Lynwood House  
Crofton Road  
Orpington  
Kent  
BR6 8QE

Dated: 19 December 2024



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £'000	Restricted funds: General    Fixed asset £'000    £'000		Total 2024 £'000	Total 2023 £'000
<b>Income and endowments from:</b>						
Donations and capital grants	3	-	1	31	32	85
Charitable activities:						
- Funding for educational operations	4	-	9,888	-	9,888	8,859
Other trading activities	5	308	-	-	308	284
Investments	6	7	-	-	7	5
<b>Total</b>		<u>315</u>	<u>9,889</u>	<u>31</u>	<u>10,235</u>	<u>9,233</u>
<b>Expenditure on:</b>						
Raising funds	7	-	15	-	15	19
Charitable activities:						
- Educational operations	8	332	9,985	421	10,738	9,659
<b>Total</b>	7	<u>332</u>	<u>10,000</u>	<u>421</u>	<u>10,753</u>	<u>9,678</u>
<b>Net expenditure</b>		(17)	(111)	(390)	(518)	(445)
Transfers between funds	16	-	(40)	40	-	-
<b>Other recognised gains/(losses)</b>						
Actuarial (losses)/gains on defined benefit pension schemes	18	-	(58)	-	(58)	643
Adjustment for restriction on pension assets	18	-	(74)	-	(74)	-
<b>Net movement in funds</b>		<u>(17)</u>	<u>(283)</u>	<u>(350)</u>	<u>(650)</u>	<u>198</u>
<b>Reconciliation of funds</b>						
Total funds brought forward		<u>862</u>	<u>283</u>	<u>9,790</u>	<u>10,935</u>	<u>10,737</u>
Total funds carried forward		<u>845</u>	<u>-</u>	<u>9,440</u>	<u>10,285</u>	<u>10,935</u>

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 AUGUST 2024

Comparative year information Year ended 31 August 2023	Notes	Unrestricted	Restricted funds:		Total
		funds	General	Fixed asset	2023
		£'000	£'000	£'000	£'000
<b>Income and endowments from:</b>					
Donations and capital grants	3	-	-	85	85
Charitable activities:					
- Funding for educational operations	4	9	8,850	-	8,859
Other trading activities	5	284	-	-	284
Investments	6	5	-	-	5
<b>Total</b>		<u>298</u>	<u>8,850</u>	<u>85</u>	<u>9,233</u>
<b>Expenditure on:</b>					
Raising funds	7	5	14	-	19
Charitable activities:					
- Educational operations	8	222	8,968	469	9,659
<b>Total</b>	7	<u>227</u>	<u>8,982</u>	<u>469</u>	<u>9,678</u>
<b>Net income/(expenditure)</b>		71	(132)	(384)	(445)
Transfers between funds	16	-	(55)	55	-
<b>Other recognised gains/(losses)</b>					
Actuarial gains on defined benefit pension schemes	18	-	643	-	643
<b>Net movement in funds</b>		71	456	(329)	198
<b>Reconciliation of funds</b>					
Total funds brought forward		791	(173)	10,119	10,737
Total funds carried forward		<u>862</u>	<u>283</u>	<u>9,790</u>	<u>10,935</u>




# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## BALANCE SHEET

AS AT 31 AUGUST 2024

	Notes	2024		2023	
		£'000	£'000	£'000	£'000
<b>Fixed assets</b>					
Tangible assets	12		9,440		9,787
<b>Current assets</b>					
Debtors	13	270		165	
Cash at bank and in hand		1,220		1,414	
		<u>1,490</u>		<u>1,579</u>	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	14	(645)		(497)	
<b>Net current assets</b>			845		1,082
<b>Net assets excluding pension asset</b>			10,285		10,869
Defined benefit pension scheme asset	18		-		66
<b>Total net assets</b>			<u>10,285</u>		<u>10,935</u>
<b>Funds of the Academy Trust:</b>					
<b>Restricted funds</b>	16				
- Fixed asset funds			9,440		9,790
- Restricted income funds			-		217
- Pension reserve			-		66
<b>Total restricted funds</b>			<u>9,440</u>		<u>10,073</u>
<b>Unrestricted income funds</b>	16		845		862
<b>Total funds</b>			<u>10,285</u>		<u>10,935</u>

The Financial Statements on pages 26 to 48 were approved by the Trustees and authorised for issue on 16/12/24 and are signed on their behalf by:

  
 .....  
 T Brown  
 Chair of Trustees

Company registration number 07698506 (England and Wales)

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2024

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		2024		2023	
	Notes	£'000	£'000	£'000	£'000
<b>Cash flows from operating activities</b>					
Net cash (used in)/provided by operating activities	19		(158)		144
<b>Cash flows from investing activities</b>					
Dividends, interest and rents from investments		7		5	
Capital grants from DfE Group		31		85	
Purchase of tangible fixed assets		(74)		(140)	
Proceeds from sale of tangible fixed assets		-		3	
<b>Net cash used in investing activities</b>			<b>(36)</b>		<b>(47)</b>
<b>Net (decrease)/increase in cash and cash equivalents in the reporting period</b>			<b>(194)</b>		<b>97</b>
Cash and cash equivalents at beginning of the year			1,414		1,317
<b>Cash and cash equivalents at end of the year</b>			<b>1,220</b>		<b>1,414</b>

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# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 AUGUST 2024

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#### 1 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.

##### 1.1 Basis of preparation

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

##### 1.2 Going concern

The Trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable 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.

##### 1.3 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 period for which it is receivable, and any abatement in respect of the period is deducted from income and recognised as a liability.

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

###### Donations

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

###### Other income

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

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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### 1 Accounting policies

(Continued)

#### Donated fixed assets

Donated fixed assets are measured at fair value unless it is impractical to measure this reliably, in which case the cost of the item to the donor is 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.

### 1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

#### 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.

### 1.5 Tangible fixed assets and depreciation

Assets costing £1,000 or more per item (or less if they form part of a larger purchase or project where the total cost exceeds £25,000) 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 that require 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. Where tangible fixed assets have been acquired / funded by other income, the fixed asset fund is also credited. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities.

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:

Freehold land and buildings	50 Years (Buildings only)
Plant and machinery	5 Years
Computer equipment	3 Years
Fixtures, fittings & equipment	5 Years
Motor vehicles	5 Years

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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### 1 Accounting policies

(Continued)

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

#### 1.6 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.

#### 1.7 Leased assets

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

#### 1.8 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. 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. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

#### 1.9 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 chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

#### 1.10 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 and the assets and the liabilities are held separately from those of the Academy Trust.

The TPS is an unfunded scheme and contributions are calculated 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 based on quadrennial valuations using a prospective unit credit method. The TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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### 1 Accounting policies

(Continued)

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

#### 1.11 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.

#### 1.12 Agency Arrangement

Where the Academy Trust acts as agent in collecting and / or distributing from the ESFA or others, and subsequent disbursements are excluded from the Statement of Financial Activities as the Trust does not have control over charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 24.

### 2 Critical accounting estimates and areas of judgement

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

#### Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 18, will impact on the carrying amount of the pension liability. Furthermore, a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

#### Critical areas of judgement

In preparing these Financial Statements, the Trustees have not needed to exercise any subjective judgements that would be critical to the Academy Trust's Financial Statements.

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Capital grants	-	31	31	85
Other donations	-	1	1	-
	<u>-</u>	<u>32</u>	<u>32</u>	<u>85</u>

### 4 Funding for the Academy Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
<b>DfE/ESFA grants</b>				
General annual grant (GAG)	-	6,553	6,553	5,918
Other DfE/ESFA grants:				
- Pupil premium	-	182	182	160
- 16-19 funding	-	1,881	1,881	1,632
- Others	-	572	572	399
	<u>-</u>	<u>9,188</u>	<u>9,188</u>	<u>8,109</u>
<b>Other government grants</b>				
Local authority grants	-	117	117	118
	<u>-</u>	<u>117</u>	<u>117</u>	<u>118</u>
<b>COVID-19 additional funding</b>				
<b>DfE/ESFA</b>				
Other DfE/ESFA COVID-19 funding	-	-	-	43
	<u>-</u>	<u>-</u>	<u>-</u>	<u>43</u>
<b>Other funding</b>				
Trips income	-	377	377	483
Other incoming resources	-	206	206	106
	<u>-</u>	<u>583</u>	<u>583</u>	<u>589</u>
<b>Total funding</b>	<u>-</u>	<u>9,888</u>	<u>9,888</u>	<u>8,859</u>



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Lettings	34	-	34	25
Income from facilities and services	-	-	-	5
Nursery fees and other income	274	-	274	206
Insurance claims	-	-	-	48
	<u>308</u>	<u>-</u>	<u>308</u>	<u>284</u>

### 6 Investment income

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
Short term deposits	<u>7</u>	<u>-</u>	<u>7</u>	<u>5</u>

### 7 Expenditure

	Staff costs £'000	Non-pay expenditure		Total 2024 £'000	Total 2023 £'000
		Premises £'000	Other £'000		
Expenditure on raising funds					
- Direct costs	9	-	6	15	19
Academy's educational operations					
- Direct costs	6,478	337	1,214	8,029	7,218
- Allocated support costs	1,468	772	469	2,709	2,441
	<u>7,955</u>	<u>1,109</u>	<u>1,689</u>	<u>10,753</u>	<u>9,678</u>

#### Net income/(expenditure) for the year includes:

	2024 £'000	2023 £'000
Operating lease rentals	95	95
Depreciation of tangible fixed assets	421	472
Gain on disposal of fixed assets	-	(3)
Fees payable to auditor for:		
- Audit	9	9
- Other services	7	10
Net interest on defined benefit pension liability	(13)	15
	<u>519</u>	<u>598</u>

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 8 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2024 £'000	Total 2023 £'000
<b>Direct costs</b>				
Educational operations	-	8,029	8,029	7,218
<b>Support costs</b>				
Educational operations	332	2,377	2,709	2,441
	<u>332</u>	<u>10,406</u>	<u>10,738</u>	<u>9,659</u>
<b>Analysis of costs</b>			<b>2024</b>	<b>2023</b>
			<b>£'000</b>	<b>£'000</b>
<b>Direct costs</b>				
Teaching and educational support staff costs			6,478	5,661
Staff development			19	24
Depreciation			337	378
Educational supplies and services			170	130
Examination fees			197	181
Educational consultancy			200	222
Other direct costs			628	622
			<u>8,029</u>	<u>7,218</u>
<b>Support costs</b>				
Support staff costs			1,521	1,357
Defined benefit pension scheme - staff costs (FRS102 adjustment)			(53)	67
Staff development			2	3
Depreciation			84	94
Gain on disposal of fixed assets			-	(3)
Technology costs			253	198
Maintenance of premises and equipment			293	232
Cleaning			23	23
Energy costs			133	126
Rent, rates and other occupancy costs			199	132
Insurance			40	32
Security and transport			2	3
Catering			76	54
Defined benefit pension scheme - finance costs (FRS102 adjustment)			(13)	15
Legal costs			49	-
Other support costs			79	89
Governance costs			21	19
			<u>2,709</u>	<u>2,441</u>

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 9 Staff

#### Staff costs and employee benefits

Staff costs during the year were:

	<b>2024</b>	<b>2023</b>
	<b>£'000</b>	<b>£'000</b>
Wages and salaries	5,950	5,253
Social security costs	613	519
Pension costs	1,386	1,128
Defined benefit pension scheme - staff costs (FRS102 adjustment)	(53)	67
	<u>7,896</u>	<u>6,967</u>
Staff costs - employees	7,896	6,967
Agency staff costs	59	126
	<u>7,955</u>	<u>7,093</u>

#### Staff numbers

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

	<b>2024</b>	<b>2023</b>
	<b>Number</b>	<b>Number</b>
Teachers	88	86
Administration and support	113	77
Management	6	9
	<u>207</u>	<u>172</u>

The number of persons employed, expressed as a full time equivalent, was as follows:

	<b>2024</b>	<b>2023</b>
	<b>Number</b>	<b>Number</b>
Teachers	84	77
Administration and support	60	55
Management	6	9
	<u>150</u>	<u>141</u>

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 9 Staff

(Continued)

#### Higher paid staff

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

	2024 Number	2023 Number
£60,000 - £70,000	6	4
£70,001 - £80,000	2	1
£80,001 - £90,000	1	1
£120,001 - £130,000	-	1
£130,001 - £140,000	1	-

#### Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £953,211 (2023: £978,774).

### 10 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Headteacher and other Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff members under their contracts of employment, and not in respect of their services as Trustees.

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

H Burkett (Headteacher) :

- Remuneration: £130,000 - £135,000 (2023: £120,000 - £125,000)
- Employer's pension contributions: £30,000 - £35,000 (2023: £25,000 - £30,000)

E Mason (Staff Trustee - resigned 17/11/2023)

- Remuneration: £10,000 - £15,000 (2023: £20,000 - £25,000)
- Employer's pension contributions: £0 - £5,000 (2023: £5,000 - £10,000)

During the year, no payments were reimbursed or paid directly any trustees in respect of costs incurred in the performance of their duties of employment.

Other related party transactions involving the Trustees are set out within the related parties note.

### 11 Trustees' and officers' insurance

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

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 12 Tangible fixed assets

	Freehold land and buildings £'000	Plant and machinery £'000	Computer equipment £'000	Fixtures, fittings & equipment £'000	Motor vehicles £'000	Total £'000
<b>Cost</b>						
At 1 September 2023	12,989	274	601	141	27	14,032
Additions	-	-	67	7	-	74
At 31 August 2024	12,989	274	668	148	27	14,106
<b>Depreciation</b>						
At 1 September 2023	3,361	250	521	87	26	4,245
Charge for the year	311	15	76	19	-	421
At 31 August 2024	3,672	265	597	106	26	4,666
<b>Net book value</b>						
At 31 August 2024	9,317	9	71	42	1	9,440
At 31 August 2023	9,628	24	80	54	1	9,787

Freehold land is included above at a nominal value of £1, reflecting legal restrictions as to its use.

### 13 Debtors

	2024 £'000	2023 £'000
Trade debtors	10	12
VAT recoverable	117	29
Other debtors	-	3
Prepayments and accrued income	143	121
	270	165

### 14 Creditors: amounts falling due within one year

	2024 £'000	2023 £'000
Trade creditors	200	68
Other taxation and social security	138	124
ESFA creditors	11	-
Other creditors	167	132
Accruals and deferred income	129	173
	645	497

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 AUGUST 2024

#### 15 Deferred income

	2024 £'000	2023 £'000
Deferred income is included within:		
Creditors due within one year	81	114
Deferred income at 1 September 2023	114	110
Released from previous years	(114)	(110)
Resources deferred in the year	81	114
Deferred income at 31 August 2024	81	114

Deferred income relates to nursery income of £5k (2023: £21k) and school trip and other voluntary fund income of £76k (2023: £93k).

#### 16 Funds

	Balance at 1 September 2023 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2024 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	167	6,553	(6,680)	(40)	-
Pupil premium	-	182	(182)	-	-
Other DfE/ESFA grants	-	2,453	(2,453)	-	-
Other government grants	-	117	(117)	-	-
Other restricted funds	50	584	(634)	-	-
Pension reserve	66	-	66	(132)	-
	<u>283</u>	<u>9,889</u>	<u>(10,000)</u>	<u>(172)</u>	<u>-</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	8,561	-	(285)	-	8,276
DfE group capital grants	598	31	(59)	-	570
Capital expenditure from GAG and other funds	627	-	(73)	40	594
Donated fixed assets	4	-	(4)	-	-
	<u>9,790</u>	<u>31</u>	<u>(421)</u>	<u>40</u>	<u>9,440</u>
<b>Total restricted funds</b>	<u>10,073</u>	<u>9,920</u>	<u>(10,421)</u>	<u>(132)</u>	<u>9,440</u>
<b>Unrestricted funds</b>					
General funds	862	315	(332)	-	845
<b>Total funds</b>	<u>10,935</u>	<u>10,235</u>	<u>(10,753)</u>	<u>(132)</u>	<u>10,285</u>



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

*FOR THE YEAR ENDED 31 AUGUST 2024*

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### 16 Funds

(Continued)

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

The Restricted General Funds are used to fund the general operating costs of the Academy.

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

The Pension Reserve represents the Academy Trust's share of the LGPS pension fund deficit / surplus.

The Restricted Fixed Asset Fund represents the net book value of fixed assets plus the unspent element of Capital funds, less Capital Loans. When assets are purchased, the fund is increased, and depreciation charges reduce the fund.

Unrestricted Funds represent balances held at period end that can be applied at the discretion of the Trustees, to support any of the Academy Trust's charitable purposes.

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 16 Funds

(Continued)

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

	Balance at 1 September 2022 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2023 £'000
<b>Restricted general funds</b>					
General Annual Grant (GAG)	261	5,918	(6,001)	(11)	167
Pupil premium	-	160	(160)	-	-
Other DfE/ESFA COVID-19 funding	-	43	(43)	-	-
Other DfE/ESFA grants	-	2,031	(2,031)	-	-
Other government grants	-	118	(118)	-	-
Other restricted funds	61	580	(547)	(44)	50
Pension reserve	(495)	-	(82)	643	66
	<u>(173)</u>	<u>8,850</u>	<u>(8,982)</u>	<u>588</u>	<u>283</u>
<b>Restricted fixed asset funds</b>					
Inherited on conversion	8,846	-	(285)	-	8,561
DfE group capital grants	582	85	(69)	-	598
Capital expenditure from GAG and other funds	675	-	(103)	55	627
Donated fixed assets	16	-	(12)	-	4
	<u>10,119</u>	<u>85</u>	<u>(469)</u>	<u>55</u>	<u>9,790</u>
<b>Total restricted funds</b>	<u>9,946</u>	<u>8,935</u>	<u>(9,451)</u>	<u>643</u>	<u>10,073</u>
<b>Unrestricted funds</b>					
General funds	<u>791</u>	<u>298</u>	<u>(227)</u>	<u>-</u>	<u>862</u>
<b>Total funds</b>	<u>10,737</u>	<u>9,233</u>	<u>(9,678)</u>	<u>643</u>	<u>10,935</u>

### 17 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total Funds £'000
<b>Fund balances at 31 August 2024 are represented by:</b>				
Tangible fixed assets	-	-	9,440	9,440
Current assets	845	645	-	1,490
Current liabilities	-	(645)	-	(645)
<b>Total net assets</b>	<u>845</u>	<u>-</u>	<u>9,440</u>	<u>10,285</u>

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 17 Analysis of net assets between funds

(Continued)

	Unrestricted	Restricted funds:		Total
	Funds	General	Fixed asset	Funds
	£'000	£'000	£'000	£'000
<b>Fund balances at 31 August 2023 are represented by:</b>				
Tangible fixed assets	-	-	9,787	9,787
Current assets	862	714	3	1,579
Current liabilities	-	(497)	-	(497)
Pension scheme asset	-	66	-	66
	<u>862</u>	<u>283</u>	<u>9,790</u>	<u>10,935</u>
<b>Total net assets</b>	<u>862</u>	<u>283</u>	<u>9,790</u>	<u>10,935</u>

### 18 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 Kent County Council. Both are multi-employer defined benefit schemes.

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

Contributions amounting to £167k were payable to the schemes at 31 August 2024 (2023: £132k) 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' Pension Scheme 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 to which both the member and employer makes contributions, as a percentage of salary. These contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

##### Valuation of the Teachers' Pension Scheme

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

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 18 Pension and similar obligations

(Continued)

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

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

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

The employer's pension costs paid to the TPS in the period amounted to £1,030k (2023: £826k).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

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

#### Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are % for employers and % for employees.

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

Total contributions made	2024 £'000	2023 £'000
Employer's contributions	350	299
Employees' contributions	94	81
Total contributions	444	380

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 18 Pension and similar obligations (Continued)

Principal actuarial assumptions	2024	2023
	%	%
Rate of increase in salaries	3.85	3.90
Rate of increase for pensions in payment/inflation	2.85	2.90
Discount rate for scheme liabilities	5.05	5.30
CPI increases	2.85	2.90

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

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

#### Sensitivity analysis

Scheme liabilities would have been affected by changes in assumptions as follows:

	2024	2023
	£'000	£'000
Discount rate + 0.1%	5,299	4,603
Discount rate - 0.1%	5,502	4,776
Mortality assumption + 1 year	5,552	4,819
Mortality assumption - 1 year	5,250	4,561
Pension rate + 0.1%	5,498	4,772
Pension rate - 0.1%	5,303	4,606
Salary rate + 0.1%	5,405	4,694
Salary rate - 0.1%	5,393	4,682

Defined benefit pension scheme net asset	2024	2023
	£'000	£'000
Scheme assets	719	4,754
Scheme obligations	(645)	(4,688)
Net asset	74	66
Restriction on scheme assets	(74)	-
Total liability/(asset) recognised	-	66

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 18 Pension and similar obligations (Continued)

The Academy Trust's share of the assets in the scheme	2024 Fair value £'000	2023 Fair value £'000
Equities	3,125	3,019
Other bonds	795	657
Gilts	382	28
Cash	133	50
Property	506	479
Other assets	532	521
	<u>5,473</u>	<u>4,754</u>
Total market value of assets	5,473	4,754
Restriction on scheme assets	(74)	-
	<u>5,399</u>	<u>4,754</u>

The actual return on scheme assets was £375,000 (2023: £(147,000)).

Amount recognised in the statement of financial activities	2024 £'000	2023 £'000
Current service cost	293	363
Interest income	(261)	(204)
Interest cost	248	219
Administration expenses	4	3
	<u>284</u>	<u>381</u>
Total amount recognised	<u>284</u>	<u>381</u>

The net gain recognised on scheme assets has been restricted because the full pension surplus is not expected to be recovered through refunds or reduced contributions in the future.

Changes in the present value of defined benefit obligations	2024 £'000	2023 £'000
At 1 September 2023	4,688	5,195
Current service cost	293	363
Interest cost	248	219
Employee contributions	94	81
Actuarial loss/(gain)	172	(994)
Benefits paid	(96)	(176)
	<u>5,399</u>	<u>4,688</u>
At 31 August 2024	<u>5,399</u>	<u>4,688</u>



# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

### 18 Pension and similar obligations (Continued)

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

	2024 £'000	2023 £'000
At 1 September 2023	4,754	4,700
Interest income	261	204
Actuarial (gain)/loss	114	(351)
Employer contributions	350	299
Employee contributions	94	81
Benefits paid	(96)	(176)
Effect of non-routine settlements and administration expenses	(4)	(3)
At 31 August 2024	5,473	4,754
Restriction on scheme assets	(74)	-
Net assets recognised	<u>5,399</u>	<u>4,754</u>

### 19 Reconciliation of net expenditure to net cash flow from operating activities

	2024 £'000	2023 £'000
Net expenditure for the reporting period (as per the statement of financial activities)	(518)	(445)
Adjusted for:		
Capital grants from DfE and other capital income	(31)	(85)
Investment income receivable	6	(5)
Defined benefit pension costs less contributions payable	18	67
Defined benefit pension scheme finance (income)/cost	18	15
Depreciation of tangible fixed assets	421	472
(Loss)/profit on disposal of fixed assets	-	(3)
(Increase)/decrease in debtors	(105)	16
Increase in creditors	148	112
Net cash (used in)/provided by operating activities	<u>(158)</u>	<u>144</u>

### 20 Analysis of changes in net funds

	1 September 2023 £'000	Cash flows £'000	31 August 2024 £'000
Cash	1,414	(194)	1,220

# HILLVIEW SCHOOL FOR GIRLS ACADEMY TRUST

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

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### 21 Long-term commitments

#### Operating leases

At 31 August 2024 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2024 £'000	2023 £'000
Amounts due within one year	88	95
Amounts due in two and five years	68	156
	<u>156</u>	<u>251</u>

### 22 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 Trustees have an interest. The following related party transactions took place in the financial period.

The husband of H Burkett, Headteacher, is employed by the Academy Trust as a teacher. His appointment was made in open competition and H Burkett was not involved in the decision making process regarding the appointment. The amount paid is within the normal pay scale for their role and no special treatment is received as a result of his relationship to H Burkett.

In entering into the transaction above the Academy Trust has complied with the requirements of the ESFA's Academy Trust Handbook 2023.

### 23 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 or she is a member, or within one year after he or she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he or she ceases to be a member.

### 24 Agency arrangements

The Academy Trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2024 the trust had £nil of unspent Bursary Funding brought forward (2023: £nil), received £24,707 (2023: £15,863) and disbursed £24,707 (2023: £15,863) from the fund.