

Company Registration Number: 07707979

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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FARMOR'S SCHOOL
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REFERENCE AND ADMINISTRATIVE DETAILS

Members	S Conlan T Joslyn E Knox J Watkins
Trustees	L Porter ^{2,3,5} M Evans, Head Teacher (resigned 31 August 2025) ^{1,2,3,4,5} S Bartholomew, Chair of Trustees ^{1,2,3,4,5,6} E Knox ^{1,3,4,5} D Russell (resigned 12 December 2024) ^{1,2,4} R Surch ^{1,4} R Chamberlain ^{1,2} T Gillis ^{1,2,3} S Bettington (resigned 12 December 2024) ^{2,3} M Hawkins (resigned 12 December 2024) ^{1,4} S Hill ^{1,4} L Daniel (appointed 18 June 2025) ^{1,4} J Kell (appointed 2 February 2025) ^{1,4} K Robins (appointed 1 July 2025) ^{2,3}
	¹ Finance, Resources and Business Development Committee ² Curriculum and Quality of Teaching Committee ³ Student Welfare Committee ⁴ Staffing and Staff Welfare Committee ⁵ Pay Committee ⁶ Chairs Committee
Company registered number	07707979
Company name	Farmor's School
Principal and registered office	The Park Leaffield Road Fairford Gloucestershire GL7 4JQ
Company secretary	Sarah Hughes
Accounting Officer	Mark Surowiec
Senior management team	Mark Surowiec, Headteacher Emma White, Deputy Headteacher Henry Bew, Assistant Head (Head of Sixth form) Noelle Sturla, Assistant Head (Inclusion) Roger Eckersley, Assistant Headteacher (Pastoral) Sarah Hughes, Business Manager Claire Wells, Assistant Headteacher (Teaching & Learning)

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**REFERENCE AND ADMINISTRATIVE DETAILS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

Independent auditors Bishop Fleming Audit Limited
Chartered Accountants
Statutory Auditors
10 Temple Back
Bristol
BS1 6FL

Bankers Lloyds Bank Plc
Cirencester
Gloucestershire
GL7 1QJ

Solicitors Browne Jacobson
Mowbray House
Castle Meadow Rd
Nottingham
NG2 1BJ

FARMOR'S SCHOOL (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES REPORT FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual report together with the financial statements and auditors' report of the Charitable Company for the year ended 31 August 2025. The annual report serves the purpose of both a Trustees' report, and a Directors' report under company law.

The Trust operates a secondary academy for pupils aged 11 to 18 in Gloucestershire. It has a pupil capacity of 1,124 and had a roll of 1,072 in the school census on 6 October 2025.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The Trustees of Farmor's School are also the directors of the Charitable Company for the purposes of company law. The Charitable Company operates as Farmor's School.

Details of the Trustees who served throughout the year, and to the date the accounts are approved are included in the Reference and Administration Details.

Members' Liability

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

Trustees' Indemnities

Trustees benefit from indemnity insurance purchased at the Academy Trust's expense to cover the liability of the Trustees which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the Academy Trust, provided that any such insurance shall not extend to any claim arising from any act or omission which the Trustees knew to be a breach of trust or breach of duty or which was committed by the Trustees in reckless disregard as to whether it was a breach of trust or breach of duty or not and provided also that any such insurance shall not extend to the costs of any unsuccessful defence to a criminal prosecution brought against the Trustees in their capacity as directors of the Academy Trust. The limit of this indemnity is £2,000,000.

Method of recruitment and appointment or election of Trustees

As from 1 January 2018, the Academy Trust has had the following Trustees as set out in its Articles of Association and funding agreement:

- up to 8 Trustees who are appointed by ordinary resolution by the members;
- up to 2 Trustees appointed by the Farmor's Endowed Schools Foundation who do not have to be (but may be) trustees of the foundation;
- a minimum of 2 Parent Trustees who are elected by parents of registered pupils at the Academy;
- up to 2 staff Trustees who are elected by the staff and appointed by the members by ordinary resolution; and
- the Headteacher who has agreed to be a Trustee and been appointed by the members.

The number of Trustees shall not be less than three but (unless otherwise determined by ordinary resolution) shall not be subject to a maximum. The Trustees may appoint co-opted Trustees in accordance with Article 58. During the period under review the Academy Trust had no co-opted Trustees.

Trustees are appointed for a four year period, except that this time limit does not apply to the Headteacher. Subject to remaining eligible to be a particular type of Trustee, any Trustee can be re-appointed or re-elected.

When appointing new Trustees, the members will give consideration to the skills and experience mix of existing Trustees in order to ensure that the Board of Trustees has the necessary skills to contribute fully to the Academy's development.

**FARMOR'S SCHOOL
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**TRUSTEES REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025**

Policies and Procedures adopted for the Induction and Training of Trustees

The training and induction provided for new Trustees will depend upon their existing experience but would always include a tour of the Academy and a chance to meet staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees. As there are normally only two or three new Trustees a year, induction tends to be done informally and is tailored specifically to the individual. Advantage is taken of specific courses offered by the Local Authority and other bodies.

Organisational Structure

The Board of Trustees normally meets once each term. The Board establishes an overall framework for the governance of the Academy and determines membership, terms of reference and procedures of committees and other groups. It receives reports including policies from its committees for ratification. It monitors the activities of the committees through the minutes of their meetings. The Board may from time to time establish working groups to perform specific tasks over a limited timescale.

There are 6 committees as follows;

Finance, Resources and Business Development Committee - this usually meets five times a year and is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements, and reviewing and evaluating the reports from the school's Internal assurance reviewer. This committee approves the annual budget for submission to the Department for Education (DfE). It also performs the role of an audit committee and is responsible for the review of business development activity as well as monitoring the use of school resources including premises.

Student Welfare Committee – this meets at least once a term to monitor, evaluate and review Academy policy, practice and performance in relation to all pastoral issues including safeguarding, behaviour, exclusions and careers advice.

Curriculum and Quality of Teaching Committee – this meets at least once a term to monitor and evaluate Academy policy and practise relating to teaching and learning.

Staffing and Staff Welfare Committee – this meets at least once a term to monitor, evaluate and review Academy policy and practice in relation to all personnel and staffing aspects of the school.

Pay Committee - this meets annually to receive and review proposed arrangements for staff pay progression.

Chairs Committee – this meets at least once a term to monitor the governance by, and activities of, the Governing Board to ensure compliance with current legislation and statutory guidance including the risk register and scheme of delegation. It keeps under review strategic issues and strategic planning for the Governing Board and the school as a whole.

The Trustees are responsible for setting the vision, values and strategic direction of the Academy, adopting an annual development plan and budget, approving the statutory accounts, monitoring the Academy Trust by the use of budgets and other data and making major decisions about the direction of the Academy Trust, capital expenditure and staff appointments.

The Headteacher is the Accounting Officer.

Arrangements for setting pay and remuneration of key management personnel

The Trustees consider the Senior Leadership Team comprises the key management personnel of the Academy in charge of directing and controlling, running and operating the Academy Trust on a day-to-day basis. All Trustees give their time freely and no Trustee received remuneration in the year.(with the exception of staff Trustees).

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

Details of Trustees' expenses and related party transactions are disclosed in the notes to the accounts. The pay of key management personnel is reviewed annually and normally increased in accordance with average earnings. KMP is subject to standard TP awards.

The Trustees benchmark against pay levels in other Academies within Gloucestershire on an annual basis.

**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	1

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

Provide the total cost of facility time	0
Provide the total pay bill	0
Provide the percentage of the total pay bill spent on facility time, calculated as: (total cost of facility time / total pay bill) x 100	0

Paid trade union activities

Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: (total hours spent on paid trade union activities by relevant union officials during the relevant period / total paid facility time hours) x 100	0
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Related Parties and other Connected Charities and Organisations

The Elizabeth Farmor Trust is a related party as Mr Surowiec, a Trustee of the Academy, is also a Trustee of Elizabeth Farmor Trust. A previous trustee of the Academy Trust, Mr S Mumford has remained as a Trustee of The Elizabeth Farmor Trust. The transactions with The Elizabeth Farmor Trust are undertaken at arm's length and are disclosed in these financial statements.

The Friends of Farmor's School is a parent staff and friends of the Academy Trust association which raises funds to support the activities of the Academy Trust. This is a separate registered charity and maintains its own accounts.

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Prior to nationalisation in 1944, the Farmor's Endowed Schools Foundation, then an educational charity, ran Farmor's School. The Foundation owns the freehold of the land on which the school building sits, the rest of the land being owned by Gloucestershire County Council. The Academy now leases the land from the Foundation and the Council. The Foundation is run by five trustees and has the right under the constitution of the Academy Trust to appoint up to two trustees of the Academy. The Foundation's income is modest and its policy in recent years has been to donate half of that income to the respective school funds of Farmor's and Fairford Primary School. Their remaining funds are used to make book grants to ex-pupils of Farmor's School.

OBJECTIVES AND ACTIVITIES

Objects and Aims

The principal object and activity of the Academy Trust is specifically restricted to advancing for the public benefit education in the United Kingdom, in particular by establishing, maintaining, carrying on, managing and developing a school, offering a broad and balanced curriculum.

Farmor's Academy Trust aspires to be an excellent place to learn and work and for pupils of different abilities to be well equipped for their future lives. To achieve this the Academy Trust must develop outstanding teachers and associate staff, provide a diverse and engaging curriculum, care for each individual and expect the best from all members of the Academy Trust community. The Academy Trust must be purposeful, determined, and resilient in its pursuit of excellence. The Academy Trust's robust self-evaluation processes will evidence the quality of provision, benchmarked against the best schools locally and nationally, so that external auditors recognise the excellent standards achieved.

Farmor's Academy Sixth Form prepares students well for the next stage in their lives, giving students the opportunity to study in purpose-built accommodation and in an environment that is supportive and aspirational.

Objectives, Strategies and Activities

In September 2021, Farmor's Academy received an Ofsted Inspection which resulted in a 'Good' judgement. The examination results at GCSE and A Level in 2023 were good. The Ofsted inspection evidenced that the quality of education provided by the school was good during the period of the pandemic and the two periods of school closure in 2020 and 2021 respectively. Examination results in 2024 show that standards had been maintained and students continue to progress to positive and esteemed destinations.

Since 2014, Farmor's Academy Trust has been fully or over-subscribed in Year 7. In 2018, the Trust increased its Published Admissions Number (PAN) to 168 and remained fully subscribed. Sixth Form student numbers are broadly stable. The total effect of these changes is an increase in the number of pupils on roll in 2025 to over 1070 students.

Within this context the Trustees and Senior Leadership Team have agreed ambitious strategic priorities for the future which are described later in this report under the heading "Plans for Future Periods".

The Academy Trust will know it has been successful when *all* students make excellent progress, achieve their educational and career ambitions and leave the Academy Trust as confident, well-rounded young people. Excellent exam results will be part of the picture of success, but not become an end in themselves.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers and duties. They have referred to this guidance when reviewing the Academy's aims and objectives and in planning its future activities.

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The Academy Trust has maintained its links with the wider community and promotes the use of its premises to local groups; for example, it has strong links with Fairford Youth Rugby Club who sometimes use the Academy Trust grounds for training and with the local Petanque group who continue to use the Academy Trust grounds for their community group to train and play matches. Fairford Brownies, local Tae-Kwon-Do, Personal Fitness, Musical Mania, a performing arts group, and a number of Youth Football groups and local cricket clubs continue to have use of the Academy Trust facilities regularly during the year.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

The Academy Trust is in its sixteenth year of operation. Since 2014, Farmor's Academy Trust has been full or over-subscribed in Year 7. In September 2018, although the Academy Trust increased its published admission number (PAN) for Year 7 students from 150 to 168, it was still over-subscribed. The Academy Trust had 1072 students on roll according to the most recent school census.

Continuing professional development

The CPD programme for 2024-25 was a diverse and wide-ranging offer. This included 18-month NPQ qualifications in Leading Teaching, Behaviour and Culture, Senior Leadership and Curriculum. These courses were run by the Ambition Institute and subsidised by the DfE. In addition, there was a suite of teaching and learning courses run in-house, including a coaching programme.

Student Achievement

GCSE results and progress 2024/25

GCSE exams were conducted in all subjects with the return to pre-Covid arrangements although formulae sheets were still issued for science and maths. The earlier start for exams was maintained, starting two weeks earlier than in 2022 and extending from early May until the third week of June. Grades were broadly in line with 2024 results, and slightly higher for MPA students than in 2024.

	2019 (Exams)	2022 (Exams)	2023	2024	2025
4+ pass rate	83%	81%	79%	77%	77%
5+ pass rate	67%	64%	65%	58%	60%
7+ pass rate	28%	28%	25%	23%	23%

GCSE, FFT50 and FFT20 benchmarks against attainment in 2025 (NB, for this cohort, there were no KS2 SATs and therefore the FFT data is based on Y7 CATs scores and is only available for 153 of the 168 students in the year group.)

	FFT50 Benchmark	Attainment 2024	FFT20 Benchmark
Grades 7-9:	13.83%	23.02%	22.38%
English & Maths 9-5:	51.5%	49.4%	65.27%
Attainment 8:	47.8%	49.26%	51.91%
Pupil Premium 9-5 English & Maths:	33%	33.33%	45%
Pupil Premium Attainment 8:	41.3%	42.42%	51.9%

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End of KS5 – Outcomes 2023-24

A*/A 23.61%

A*-B 53.77%

A*-C 75.08%

A*-E 97.38%

Unvalidated progress +34

Our sixth form progress score demonstrates this is an excellent set of results for the cohort, especially as their GCSE APS was lower than the previous cohort (6.13 v 5.97) Thresholds at A/A* and A*-B are comparable to last year, with a slight decline in overall A*-C.

Targets for 2025/2026

KS4 FFT Targets for 2025/2026

FFT (Fisher Family Trust) benchmarks are based on how similar pupils nationally performed in the subject last year (similar pupils are defined as similar prior attainment, gender and month of birth).

Average – schools that made the average progress last year (FFT50 – 50th percentile progress). FFT20 is a more ambitious target.

GCSE, FFT50 and FFT20 benchmarks 2026

	FFT50	FFT20
Grades 7-9:	16%	24%
English & Maths 9-5:	60%	68%
Attainment 8:	5.3	5.6
Pupil Premium 9-5 English & Maths:	7%	11%
Pupil Premium Attainment 8:	3.2	3.4

Sixth Form Exam Grade Performance Targets for 2025-26

A Level Targets

Headline minimum attainment targets based on minimum expected grades calculated from GCSE attainment for this cohort:

Students achieving A*/A grades	14.13%
Students achieving A*/B grades	38.58%
Students Achieving A*/C grades	71.04%
Students achieving A*/E	100%

If achieved, this would mean a progress score of +0.29 and an average grade of C+. We believe that, on the basis of last year's results, we can go further than these minimum expected grades.

Based on current, internal assessments, students achieving A/A* should be above 20%, students achieving A*-B should be above 50% and students achieving A*-C should be above 80%. We will intervene such that there are no grade Us in results this year.

Key Performance Indicators

As funding is based on pupil numbers, this is considered a key performance indicator. In 2024-25, all lower school year groups remained full and there were over 200 students in the Sixth Form. This year (2025-26) we have 236 students enrolled across year 12 and 13 (120 in year 12 and 116 in Year 13).

Another key financial performance indicator is staffing costs as a percentage of revenue income. For 2024-25 this was 84% compared to 79% in 2023-24.

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FOR THE YEAR ENDED 31 AUGUST 2025**

Going Concern

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

The Trustees of the Farmor's School have carefully considered the Trust's financial plans for the coming year as part of the budget approval process and as evidenced in the Budget Forecast Return submitted to the DfE in August 2025. The Trustees acknowledge that the deficit reserves have increased from £108,209 to £380,086.

The increase in this deficit position was primarily due to two factors. Firstly, this deficit was partly forecast due to the installation of new boilers as disclosed in the 2024 financial statements, and the cost of employing a temporary solution on this during the financial year. The cost of which, alongside the increased electricity usage to facilitate the required temperatures for learning in classrooms contributed to the in-year deficit position.

Updates in relation to this were provided throughout the year and the project is ongoing this year whilst the UCS project management team undertake the installation of the additional gas line works, which will take us into the next financial year. The information provided for the year end position has satisfied us that the School will manage their finances in the coming year to continue the journey towards a surplus reserves position in the future.

Secondly, the Trust has received an unsuccessful judgment in a long-standing legal claim. The settlement and costs of the judgment are still to be finalised at the point of approving the financial statements, but the Trustee's best estimate of the costs at this date are £98,000. This has been provided for in the financial statements and has further increased the deficit position at the balance sheet date.

To fund the payment of the settlement the Trust has reached out to the DfE for financial assistance. The Trust has a close relationship with the DfE and informs them regularly of the Trust's financial position. A number of years ago the Trust reached out to the DfE for a loan to manage cashflow which it received and then repaid in full in line with the loan agreement. The Trustees welcome the ongoing support provided by the DfE and are engaged in a continuing discussion in relation to an additional cashflow loan to cover the outcome of the legal case.

However, at the date of approving the financial statements the Trust does not have certainty over the availability of this financial support from the DfE. As such, a material uncertainty exists that may cast significant doubt on the Trust's ability to continue as a going concern. The financial statements do not include any adjustments that would result from the basis of preparation being inappropriate.

FINANCIAL REVIEW

Most of the Academy's income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the DfE during the year ended 31 August 2025 and the associated expenditure are shown as Restricted Funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the DfE which are shown in the Statement of Financial Activities as restricted income in the Restricted Fixed Asset Fund. The Restricted Fixed Asset Fund balance is reduced by annual depreciation charges over the useful life of the assets concerned, as defined in the Academy's accounting policies.

During the year ended 31 August 2025, the Academy received total income of £8,364,475 and incurred total expenditure of £8,260,095. The excess of income over expenditure for the year was £104,380.

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FOR THE YEAR ENDED 31 AUGUST 2025**

At 31 August 2025 the net book value of fixed assets was £13,794,716 and movements in tangible fixed assets are shown in note 13 to the financial statements. The assets were used almost exclusively for providing education of, and the associated support services to, the pupils of the Academy Trust. Some assets are used by the local community as described in this report.

The building that was used by Farmor's Sports Centre was transferred to the Academy Trust on 1 January 2014 from Cotswold District Council. The freehold of the building was valued at £1,750,000 at the point of transfer.

Reserves Policy

The Trustees review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees take into consideration the future plans of the Academy, the uncertainty over future income streams and other key risks identified during the risk review.

As detailed in note 1.5 to the accounts, the Trustees have reviewed the reserves position of the Academy Trust and are confident that, through further cost savings and increased student numbers, the Academy Trust will return to a surplus position in future accounting periods.

Investment Policy

Due to the nature and timing of receipt of funding, the Academy Trust may at times hold cash balances surplus to its short term requirements. The Trustees have authorised the opening of additional short term bank investment accounts to take advantage of higher interest rates. No other form of investment is authorised.

PRINCIPAL RISKS AND UNCERTAINTIES

The Board of Trustees has reviewed the major risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks.

The principal risks and uncertainties facing the Academy are as follows:

Financial - the Academy Trust has considerable reliance on continued Government funding through the Dfe. In the last year 95% of the Academy's incoming resources were ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Financial – the Academy Trust acknowledges the risks associated with fluctuating pupil numbers and has looked strategically at the impact of this on funding and the ability to maintain current provision. Year 7 intake has remained strong for the last six academic years (as at September 2025). The Sixth form numbers are expected to continue to increase over the coming years now that the numbers in Years 7 to 11 have stabilised.

Failures in governance and/or management - the risk in this area arises from potential failure to effectively manage the Academy Trust's finances, internal controls, compliance with regulations and legislation, statutory returns, etc. effectively. The Trustees continue to review and ensure that appropriate measures are in place to mitigate these risks.

Reputational - the continuing success of the Academy is dependent on continuing to attract applicants in sufficient numbers by maintaining the highest educational standards. To mitigate this risk Trustees ensure that high quality teaching is maintained and that student success and achievement are closely monitored and reviewed.

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

Safeguarding and child protection - the Trustees continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health and safety and discipline.

Staffing - the success of the Academy is reliant upon the quality of its staff and so the Trustees monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Estates safety and management- The Trustees are responsible for ensuring the Trust's estate is safe, well maintained and complies with relevant legislation. As such the estate risks are managed by Trust, with the key risks including risk of serious personal accident on school premises, critical incident response not adequately planned or delivered and road traffic accidents.

Fraud and mismanagement of funds - The Academy Trust has appointed, via a peer to peer agreement an Internal audit partner to carry out checks on financial systems and records as required by the Academy Trust Handbook. The assurance reports produced have been provided to the Finance, Resources and Business Development Committee.

The Academy has agreed a Risk Management Strategy and has a Risk Register. The relevant risks are discussed by each appropriate Governors' Committee in light of any new information and strategic and operational changes.

The Trustees examine the financial health of the Academy Trust formally every term. They review performance against budgets and overall expenditure by means of regular update reports at all Board and Resources Committee meetings. The Trustees also regularly review cash flow forecasts and ensure sufficient funds are held to cover all known and anticipated commitments.

At the year end, the Academy had no significant liabilities arising from trade creditors or debtors that would have a significant effect on liquidity.

The Board of Trustees recognises that the defined benefit pension scheme deficit (Local Government Pension Scheme), which is set out in Note 24 to the financial statements, represents a significant potential liability. However, as the Trustees consider that the Academy is able to meet its known annual contribution commitments for the foreseeable future, this risk from this liability is minimised.

PLANS FOR FUTURE PERIODS

Strategic Priorities 2023 to 2028

In 2023 the Academy reviewed its plans for improvement and set new strategic priorities for the coming five years, 2023 to 2028 as detailed below:

High quality teaching and learning

Consistently high-quality teaching is critical in securing excellent outcomes for students of all backgrounds and aptitudes. It is also important that students develop positive learning behaviours and good study habits. Creating optimal conditions for learning to take place requires a sustained and concerted effort by every teacher, teaching assistant and others who support students – and by every student!

Financial security and high-quality facilities

We must make the most of the scarce resources available to us to deliver the facilities our students and staff deserve. We must also ensure that our provision is financially sustainable and equitable.

Effective and affordable provision for students with additional needs

Those students with additional needs, whether they be cognitive, social or emotional, benefit most from a high-quality education. We must ensure that all students can access this education, enjoy and achieve, and progress to positive destinations. Our success as a school should be judged first and foremost by the success of those who most need our support.

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Recruit, retain and develop high quality staff

The school is only as good as the people who work here. To attract and retain great staff we must make work rewarding and manageable, with opportunities to develop.

Protect and maintain what is good about the school

Farmor's School provides a good education for its students and enjoys an excellent reputation. In our efforts to improve, we must not forget to value and maintain what we already have. This includes:

- A positive culture in which students and staff feel valued, supported, and challenged to be their best;
- A safe, calm and orderly environment;
- A rich and broad curriculum offer which respects academic traditions and subject specialism;
- Excellent pastoral care;
- An excellent Sixth Form provision which delivers consistently strong outcomes;
- A rich and varied extra-curricular offer;
- A professional and enriching work environment; and
- Strong systems and support services.

Full details of these plans for the future are given in the Academy's Development Plan.

The Academy Trust continues to build links with other schools through the Gloucestershire Association of School Senior Leaders (GASSL) and local forums, and is an active participant of the SCSDG (1).

Whilst this did not result in the formation of a new Multi-Academy Trust, Trustees have created a working party in year with a remit of exploring which Multi-Academy Trusts should be considered as viable ones to join. The working party will make their recommendation to the Trust board in Autumn 2025.

(1) A group of secondary and primary schools currently exploring the opportunities for collaborative working with a view to forming a Multi-Academy Trust.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The financial statements include the results of the Elizabeth Farmor Trust, a registered charity (no 01123825) which is under the control of the Trustees of the Academy Trust. The object of the Elizabeth Farmor Trust is to raise money to enhance the education of pupils at Farmor's School.

ADDITIONAL COMPANIES ACT REQUIREMENTS:

Trustees' indemnities

There were no third party indemnity provisions during the year or at the date of approval of the Trustees' report.

Measures taken to improve energy efficiency

We have replaced three inefficient boilers around the site in the last year, and commenced an LED lighting replacement programme, all using the Energy Efficiency Capital grant received from the ESFA. We retained a proportion of online meetings for supplier and Governor meetings, to reduce the need for travel between sites.

PLANS FOR FUTURE PERIODS

The Academy will continue to strive to provide outstanding education and improve the levels of performance of its pupils at all levels. The Academy will continue to aim to attract high quality teachers and support staff in order to deliver its objectives.

The Academy will continue to work with partner schools to improve the educational opportunities for students in the wider community.

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

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.

The auditors, Bishop Fleming Audit Limited, are willing to continue in office and a resolution to appoint them will be proposed at the annual general meeting.

Trustees' report, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 10 December 2025 and signed on the board's behalf by:



Sam Bartholomew

S Bartholomew
Chair of Trustees

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025**

SCOPE OF RESPONSIBILITY

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

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

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 4 times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustee	Meetings attended	Out of a possible
S Bartholomew, Chair of Trustees	4	4
L Porter	3	4
E Knox	2	4
S Bettington	2	2
D Russell	1	2
T Gillis	4	4
R Surch	3	4
R Chamberlain	4	4
J Kell	0	2
S Hill	3	4
M Hawkins	1	2
L Daniel	0	1
K Robins	1	1

Governance Review

During the period to 31 August 2025, the board meetings continued on a face to face basis whilst Committee meetings took a blended approach, with some being online and some in person

The Board has delegated certain functions to the following committees; Policies; Student Welfare; Finance, Resources and Business Development; Curriculum and Quality of Teaching; Staffing and Staff Welfare, and Pay.

The Finance, Resources and Business Development and Audit Committee is a sub-committee of the main Board of Trustees. It is responsible for monitoring, evaluating and reviewing policy and performance in relation to financial management, compliance with reporting and regulatory requirements and reviewing and evaluating reports from the internal assurance reviewer. This Committee approves the annual budget for submission to the Department for Education (DfE). It also performs the role of an audit committee and reviews business development activity. The Committee also has responsibility for the review of business development activity and for monitoring the use of school resources including premises. This Committee aims to meet at least five times each year and is comprised of members with financial or premises understanding and background to enable it to better meet its responsibilities. During the year ending 31st August 2025, the committee met three times, due to the change of the deadline date for the submission of the Budget Forecast Return. The proportion of meetings were held in person.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025**

During the year Rachel Surch was appointed Chair and Laura Daniel joined the committee, whilst Sylvia Bettington and Mike Hawkins resigned. Attendance at meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
S Bartholomew	3	3
M Evans, Headteacher	1	3
D Russell	2	2
S Bettington	2	2
R Chamberlain	2	3
M Hawkins	1	2
R Surch	2	2
J Kell	1	1
L Daniel	1	1

REVIEW OF VALUE FOR MONEY

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

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

- continuing to focus on reducing staff costs: the Academy Trust reviews all appointments, seeking cost savings whenever departmental restructurings can take place without affecting the outcomes for students;
- continuing to review all areas of expenditure to look for cost savings and improvements.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Academy Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Farmor's School for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

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

THE RISK AND CONTROL FRAMEWORK

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

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**GOVERNANCE STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2025**

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Trustees;
- regular reviews by the Finance, Resources and Business Development Committee of reports, which indicate financial performance against forecasts and detail major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Board of Trustees has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the Trustees have appointed Sarah Gardiner, the School Business Manager of Cirencester Kingshill School to perform peer reviews.

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

- review of Governance;
- budget and financial monitoring, including the credit (charge) card; and
- review of the fixed assets

The reviewer reports to the Board of Trustees, through the Finance, Resources and Business Development Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities.

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 assurance reviewer;
- the work of the external auditors;
- the work of the finance team who continually review their accounting processes; and
- comprehensive budgeting and monitoring systems with annual budget and periodic financial reports which are reviewed and agreed by the Trustees

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance, Resources and Business Development Committee. Although there were no weaknesses identified in the year to be addressed the Academy is committed to continuous improvement of the system which is in place.

Conclusion

Based on the advice of the audit and risk committee and the accounting officer, the Board of Trustees is of the opinion that the Academy Trust has an adequate and effective framework for governance, risk management and control.

Approved by order of the Trustees of the Board of Trustees on 10 December 2025 and signed on its behalf by:



Sam Bartholomew

S Bartholomew
Trustee



Mark Surowiec

M Surowiec
Accounting Officer

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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

M Surowiec

Mark Surowiec

M Surowiec
Accounting Officer
Date: 10 December 2025

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025;
- make 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

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



Sam Bartholomew

S Bartholomew
Chair of Trustees
Date: 10 December 2025

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
FARMOR'S SCHOOL**

OPINION

We have audited the financial statements of Farmor's School (the 'Academy') for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities SORP 2019 and the Academies Accounts Direction 2024 to 2025 issued by the Department for Education.

In our opinion the financial statements:

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

BASIS FOR OPINION

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

MATERIAL UNCERTAINTY RELATED TO GOING CONCERN

We draw attention to note 1.3 in the financial statements, which indicates that the Trust is in the process of applying to the DfE for financial support to fund the payment of a legal settlement. Whilst the Trustees are confident that this financial support will be obtained, at the time of approving the financial statements there is no formal agreement in place in respect of this loan. As such, this indicates that a material uncertainty exists that may cast significant doubt on the Trust's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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.

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

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
FARMOR'S SCHOOL (CONTINUED)**

OTHER INFORMATION

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

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

RESPONSIBILITIES OF TRUSTEES

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

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

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
FARMOR'S SCHOOL (CONTINUED)**

AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the Academy sector, control environment and the Academy Trust's performance;
- results of our enquiries of management and the Trustee board, including the committees charged with governance over the Academy Trust's finance and control, about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Academy Trust's documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- how the Academy Trust ensured it met its obligations arising from it being financed by the Department for Education and other funders, and as such material compliance with these obligations is required to ensure the Academy Trust will continue to receive its public funding and be authorised to operate, including around ensuring there is no material unauthorised use of funds and expenditure;
- how the Academy Trust ensured it met its obligations to its principal regulator, the Secretary of State for Education; and
- the matters discussed among the audit engagement team and involving relevant internal Academy specialists regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the Academy Trust for fraud, which included incorrect recognition of revenue, management override of controls using manual journal entries, procurement and payroll. We identified the greatest potential for fraud as incorrect recognition of revenue and management override using manual journal entries.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. We also obtained an understanding of the legal and regulatory frameworks that the Academy Trust operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Academies Accounts Direction, the Academy Trust Handbook, the Companies Act 2006 and tax legislation.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Academy Trust's ability to operate or to avoid a material penalty. These included safeguarding regulations, data protection regulations, occupational health and safety regulations, education and inspections legislation, building legislation and employment legislation.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
FARMOR'S SCHOOL (CONTINUED)**

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- reviewing the financial statement disclosures and testing to supporting documentation to assess the recognition of revenue;
- enquiring of Trustees and management and those charged with governance concerning actual and potential litigation and claims;
- performing procedures to confirm material compliance with the requirements of its regulators;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing internal control reports; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; and assessing whether the judgements made in making accounting estimates are indicative of a potential bias.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

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

USE OF OUR REPORT

This report is made solely to the charitable company's, 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 Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.

R Newton

Richard Newton

Richard Newton FCA (Senior Statutory Auditor)

for and on behalf of

Bishop Fleming Audit Limited

Chartered Accountants

Statutory Auditors

10 Temple Back

Bristol

BS1 6FL

Date: 16 December 2025

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO FARMOR'S
SCHOOL AND THE DEPARTMENT FOR EDUCATION**

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

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

**RESPECTIVE RESPONSIBILITIES OF THE ACCOUNTING OFFICER OF FARMOR'S SCHOOL'S
AND THE REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of Farmor's School's funding agreement with the Secretary of State for Education dated 1 August 2011 and the Academy Trust Handbook, extant from 1 September 2024, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

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

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

**INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO FARMOR'S
SCHOOL AND THE DEPARTMENT FOR EDUCATION (CONTINUED)**

APPROACH

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

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

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

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

The work undertaken to draw our conclusion includes:

An assessment of the risk of material irregularity and impropriety across all of the Trust's activities;

Further testing and review of the areas identified through the risk assessment including enquiry, identification of controls processes and examination of supporting evidence across all areas identified as well as additional verification work where considered necessary; and

Consideration of evidence obtained through the work detailed above and the work completed as part of our audit of the financial statements in order to support the regularity conclusion.

In line with the Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts, we have not performed any additional procedures regarding the Trust's compliance with safeguarding, health and safety and estates management.

CONCLUSION

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

R Newton

Richard Newton

Richard Newton FCA (Reporting Accountant)

Bishop Fleming Audit Limited

Chartered Accountants

Statutory Auditors

10 Temple Back

Bristol

BS1 6FL

Date: 16 December 2025

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
INCOME FROM:						
Donations and capital grants	3	303,235	3,011	702,342	1,008,588	342,707
Other trading activities	5	104,237	-	-	104,237	150,588
Investments	6	95	6,000	-	6,095	76
Charitable activities	4	52,935	7,192,620	-	7,245,555	6,765,453
TOTAL INCOME		460,502	7,201,631	702,342	8,364,475	7,258,824
EXPENDITURE ON:						
Charitable activities	7	460,502	7,380,508	419,085	8,260,095	7,550,851
TOTAL EXPENDITURE		460,502	7,380,508	419,085	8,260,095	7,550,851
NET MOVEMENT IN FUNDS BEFORE OTHER RECOGNISED GAINS/(LOSSES)						
		-	(178,877)	283,257	104,380	(292,027)
Actuarial gains on defined benefit pension schemes	25	-	900,000	-	900,000	257,000
Pension surplus not recognised	25	-	(993,000)	-	(993,000)	(83,000)
NET MOVEMENT IN FUNDS		-	(271,877)	283,257	11,380	(118,027)
RECONCILIATION OF FUNDS:						
Total funds brought forward		-	(108,209)	13,609,425	13,501,216	13,619,243
Net movement in funds		-	(271,877)	283,257	11,380	(118,027)
TOTAL FUNDS CARRIED FORWARD		-	(380,086)	13,892,682	13,512,596	13,501,216

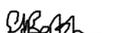
The notes on pages 28 to 56 form part of these financial statements.

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)
REGISTERED NUMBER:07707979

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
FIXED ASSETS			
Tangible assets	13	13,794,716	13,609,425
		<u>13,794,716</u>	<u>13,609,425</u>
CURRENT ASSETS			
Debtors	14	258,190	200,781
Cash at bank and in hand		33,064	255,513
		<u>291,254</u>	<u>456,294</u>
CURRENT LIABILITIES			
Creditors: amounts falling due within one year	15	(475,374)	(564,503)
NET CURRENT LIABILITIES			
		(184,120)	(108,209)
Provisions for liabilities	16	(98,000)	-
TOTAL NET ASSETS			
		<u>13,512,596</u>	<u>13,501,216</u>
FUNDS OF THE ACADEMY			
RESTRICTED FUNDS:			
Fixed asset funds	17	13,892,682	13,609,425
Restricted income funds	17	(380,086)	(108,209)
TOTAL RESTRICTED FUNDS			
	17	<u>13,512,596</u>	<u>13,501,216</u>
TOTAL FUNDS			
		<u>13,512,596</u>	<u>13,501,216</u>

The financial statements on pages 25 to 56 were approved and authorised for issue by the Trustees and are signed on their behalf, by:


 Sam Bartholomew

S Bartholomew
 Chair of Trustees

Date: 10 December 2025

The notes on pages 28 to 56 form part of these financial statements.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

	Note	2025 £	2024 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash used in operating activities	21	(320,594)	(189,613)
CASH FLOWS FROM/(USED IN) INVESTING ACTIVITIES			
	22	98,145	(71,349)
CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR			
		(222,449)	(260,962)
Cash and cash equivalents at the beginning of the year		255,513	516,475
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	23, 24	33,064	255,513

The notes on pages 28 to 56 form part of these financial statements

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES

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

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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

Farmor's School meets the definition of a public benefit entity under FRS 102.

1.2 FUND ACCOUNTING

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

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

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

Transfers are made between restricted general funds and restricted fixed asset funds where restricted general funds are used to purchase fixed assets.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.3 GOING CONCERN

The Trustees assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Academy Trust to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

The Trustees of the Farmor's School have carefully considered the Trust's financial plans for the coming year as part of the budget approval process and as evidenced in the Budget Forecast Return submitted to the DfE in August 2025. The Trustees acknowledge that the deficit reserves have increased from £108,209 to £380,086.

The increase in this deficit position was primarily due to two factors. Firstly, this deficit was partly forecast due to the installation of new boilers as disclosed in the 2024 financial statements, and the cost of employing a temporary solution on this during the financial year. The cost of which, alongside the increased electricity usage to facilitate the required temperatures for learning in classrooms contributed to the in-year deficit position.

Updates in relation to this were provided throughout the year and the project is ongoing this year whilst the UCS project management team undertake the installation of the additional gas line works, which will take us into the next financial year. The information provided for the year end position has satisfied us that the School will manage their finances in the coming year to continue the journey towards a surplus reserves position in the future.

Secondly, the Trust has received an unsuccessful judgment in a long-standing legal claim. The settlement and costs of the judgment are still to be finalised at the point of approving the financial statements, but the Trustee's best estimate of the costs at this date are £98,000. This has been provided for in the financial statements and has further increased the deficit position at the balance sheet date.

To fund the payment of the settlement the Trust has reached out to the DfE for financial assistance. The Trust has a close relationship with the DfE and informs them regularly of the Trust's financial position. A number of years ago the Trust reached out to the DfE for a loan to manage cashflow which it received and then repaid in full in line with the loan agreement. The Trustees welcome the ongoing support provided by the DfE and are engaged in a continuing discussion in relation to an additional cashflow loan to cover the outcome of the legal case.

However, at the date of approving the financial statements the Trust does not have certainty over the availability of this financial support from the DfE. As such, a material uncertainty exists that may cast significant doubt on the Trust's ability to continue as a going concern and, therefore, that it may be unable to realise its assets and discharge its liabilities in the normal course of business.

1.4 INCOME

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

- **Grants**

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

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.4 INCOME (CONTINUED)

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the 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 year it is receivable and to the extent the Academy has provided the goods or services.

1.5 EXPENDITURE

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

- **Charitable activities**

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

All resources expended are inclusive of irrecoverable VAT.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.6 TANGIBLE FIXED ASSETS

Assets costing £3,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets other than freehold land and assets under construction, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, with the exception of Motor Vehicles which calculate depreciation rates on a reducing balance basis, as follows:

Depreciation is provided on the following basis:

Freehold property	-	2% straight line
Long-term leasehold land	-	over the term of the lease
Furniture and equipment	-	20% straight line
Plant and machinery	-	10% straight line
Computer equipment	-	20% straight line
Motor vehicles	-	25% reducing balance

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.

1.7 TAXATION

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

1.8 DEBTORS

Trade and other debtors with no stated interest rate and due within one year are recorded at the amount of the cash or other consideration expected to be received. Prepayments are valued at the amount paid.

1.9 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account and cash on deposit that has a notice period of less than 30 days.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

1. ACCOUNTING POLICIES (continued)

1.10 LIABILITIES AND PROVISIONS

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

1.11 PROVISIONS

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

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

1.12 FINANCIAL INSTRUMENTS

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

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments. Amounts due from the Academy's wholly owned subsidiary are held at face value less any impairment. Cash at bank is classified as a basic financial instrument and is measured at face value.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. 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.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

1. ACCOUNTING POLICIES (continued)**1.13 PENSIONS**

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

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

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

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

Under FRS 102 an entity shall only recognise a plan surplus as a defined benefit plan asset only to the extent that it is able to recover the surplus either through reduced contributions in the future or through refunds from the plan. Therefore when a pension scheme is valued at a surplus, it is recognised at a £Nil value.

1.14 OPERATING LEASES

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

1.15 AGENCY ARRANGEMENTS

The Academy Trust acts as an agent in distributing 16-19 bursary funds from DfE. Payments received from DfE and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Academy Trust does not have control over the charitable application of the funds. The Academy Trust can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities. The funds received, paid and any balances held at the end of the period and are disclosed in Note 28.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

2. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

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

Critical accounting estimates and assumptions:

The 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 24, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgement:

The Academy Trust obtains use of fixed assets as a lessee. The classification of such leases as operating or finance lease requires the Academy Trust to determine, based on an evaluation of the terms and conditions of the arrangements, whether it retains or acquires the significant risks and rewards of ownership of these assets and accordingly whether the lease requires an asset and liability to be recognised in the Balance Sheet.

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

3. INCOME FROM DONATIONS AND CAPITAL GRANTS

	Unrestricted funds 2025 £	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	303,235	3,011	-	306,246	295,069
Capital Grants	-	-	702,342	702,342	47,638
	<u>303,235</u>	<u>3,011</u>	<u>702,342</u>	<u>1,008,588</u>	<u>342,707</u>
Total 2024	<u>270,765</u>	<u>24,304</u>	<u>47,638</u>	<u>342,707</u>	

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

4. FUNDING FOR THE ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
EDUCATION				
DFE GRANTS				
General Annual Grant	-	5,065,775	5,065,775	4,817,745
OTHER DFE GRANTS				
Rates reclaim	-	-	-	14,637
Pupil premium	-	140,964	140,964	122,563
MSAG	-	-	-	166,776
Teachers pension grant	-	171,475	171,475	91,967
Teachers pay grant	-	86,694	86,694	85,898
Core school budget grant	-	184,209	184,209	-
16-19 funding	-	1,042,571	1,042,571	958,520
Other DfE grants	-	84,609	84,609	2,652
	-	6,776,297	6,776,297	6,260,758
OTHER GOVERNMENT GRANTS				
High Needs	-	254,156	254,156	226,789
Other government grants	-	-	-	38,798
	-	254,156	254,156	265,587
OTHER FUNDING				
Heads together grant	-	1,962	1,962	8,212
Music Income	25,787	-	25,787	24,675
Educational visit and transport income	-	160,205	160,205	170,657
School led tutoring	-	-	-	5,873
Recovery Premium	-	-	-	24,357
Non government revenue	27,148	-	27,148	5,334
	52,935	162,167	215,102	239,108
	52,935	7,192,620	7,245,555	6,765,453
TOTAL 2024	30,009	6,735,444	6,765,453	

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

5. INCOME FROM OTHER TRADING ACTIVITIES

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Lettings	19,629	19,629	23,087
Transport income	4,745	4,745	85,827
Other funding	79,863	79,863	41,674
	<u>104,237</u>	<u>104,237</u>	<u>150,588</u>

6. INVESTMENT INCOME

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Bank interest	95	-	95	76
Pension income	-	6,000	6,000	-
	<u>95</u>	<u>6,000</u>	<u>6,095</u>	<u>76</u>
TOTAL 2024	<u>76</u>	<u>-</u>	<u>76</u>	

7. EXPENDITURE

	Staff Costs 2025 £	Premises 2025 £	Other 2025 £	Total 2025 £	Total 2024 £
EDUCATION:					
Direct costs	5,709,704	-	623,788	6,333,492	5,721,933
Allocated support costs	729,441	826,998	376,164	1,932,603	1,828,918
TOTAL 2025	<u>6,439,145</u>	<u>826,998</u>	<u>999,952</u>	<u>8,266,095</u>	<u>7,550,851</u>
Total 2024	<u>5,673,571</u>	<u>835,863</u>	<u>1,041,417</u>	<u>7,550,851</u>	

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Education	6,333,492	1,932,603	8,266,095	7,550,851
Total 2024	5,721,933	1,828,918	7,550,851	

ANALYSIS OF DIRECT COSTS

	Total funds 2025 £	Total funds 2024 £
Pension finance costs	3,000	4,000
Staff costs	5,665,704	4,975,265
Educational supplies	316,845	348,320
Examination fees	115,906	107,196
Staff development	2,415	4,473
Other costs	190,460	273,356
Supply teachers	39,162	9,323
	6,333,492	5,721,933

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

ANALYSIS OF SUPPORT COSTS

	Total funds 2025 £	Total funds 2024 £
Pension finance costs	3,000	6,000
Staff costs	686,441	698,306
Depreciation	419,085	362,692
Staff development	5,491	4,609
Other costs	63,250	53,389
Maintenance of premises and equipment	121,601	102,698
Cleaning	107,565	89,420
Rent and rates	-	14,637
Energy costs	137,886	244,410
Insurance	30,362	27,987
Security and transport	33,878	37,825
Catering	50,805	48,664
Technology costs	78,173	83,196
Office overheads	27,537	26,495
Legal and professional	165,474	27,780
Bank interest and charges	-	32
Governance costs	2,055	778
TOTAL 2025	<u>1,932,603</u>	<u>1,828,918</u>

9. NET (INCOME)/EXPENDITURE

Net (income)/expenditure for the year includes:

	2025 £	2024 £
Operating lease rentals	10,159	5,283
Depreciation of tangible fixed assets	419,085	362,692
Fees paid to auditors for:		
- audit	15,210	13,800
- other services	1,840	1,400
	<u>177,294</u>	<u>183,175</u>

FARMOR'S SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

10. STAFF

a. STAFF COSTS AND EMPLOYEE BENEFITS

Staff costs during the year were as follows:

	2025	2024
	£	£
Wages and salaries	4,609,170	4,220,145
Social security costs	509,709	411,730
Pension costs	1,233,266	1,041,696
	<u>6,352,145</u>	<u>5,673,571</u>
Supply teacher costs	39,162	9,323
	<u>6,391,307</u>	<u>5,682,894</u>

b. SEVERANCE PAYMENTS

The Academy paid no severance payments in the year (2024 - 2), disclosed in the following bands:

	2025	2024
	No.	No.
£0 - £25,000	-	2
	<u>-</u>	<u>2</u>

c. STAFF NUMBERS

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

	2025	2024
	No.	No.
Teachers	69	70
Student Support Staff	33	28
Support Staff	20	24
Senior Leadership Team	7	7
	<u>129</u>	<u>129</u>

**FARMOR'S SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

10. STAFF (CONTINUED)

c. STAFF NUMBERS (CONTINUED)

The average headcount expressed as full-time equivalents was:

	2025	2024
	No.	No.
Teachers	62	62
Student Support Staff	21	15
Support Staff	13	24
Senior Leadership Team	7	7
	<u>103</u>	<u>108</u>

d. HIGHER PAID STAFF

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

	2025	2024
	No.	No.
In the band £60,001 - £70,000	2	3
In the band £70,001 - £80,000	3	-
In the band £80,001 - £90,000	1	-
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	1	-
	<u>1</u>	<u>-</u>

All of the above employees participated in the Teacher's Pension Scheme. During the year ended 31 August 2025, pension contributions for those staff amounted to £157,341 (2024: £113,600)

e. KEY MANAGEMENT PERSONNEL

The key management personnel of the Academy comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £774,007 (2024: £700,175).

As staff Trustees are not remunerated in respect of their role as a Trustee, where staff Trustees do not form part of the Key Management Personnel other than in their role as Trustee, their remuneration as set out in note 11 has not been included in the total benefits received by Key Management Personnel above.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

11. TRUSTEES' REMUNERATION AND EXPENSES

The Headteacher and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Headteacher and staff under their contracts of employment, and not in respect of their services as Trustees. Other Trustees did not receive any payments from the Academy Trust in respect of their role as Trustees. The value of Trustees' remuneration and other benefits was as follows: M Evans: Remuneration £115,000 - £120,000 (2024: £100,000 - £105,000), Employer's pension contributions £30,000 - £35,000 (2024: £25,000 - £30,000); S Bettington: Remuneration £20,000 - £25,000 (2024: £55,000 - £60,000), Employer's pension contributions £5,000 - £10,000 (2024: £10,000 - £15,000); R Chamberlain: Remuneration £35,000 - £40,000 (2024: £35,000 - £40,000), Employer's pension contributions £10,000 - £15,000 (2024: £5,000 - £10,000).

During the year ended 31 August 2025, £Nil expenses were reimbursed to Trustees (2024: - 1 Trustees £124).

12. TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice, the Academy has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £2,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

**FARMOR'S SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

13. TANGIBLE FIXED ASSETS

	Freehold property £	Leasehold property £	Furniture and equipment £	Plant and machinery £	Computer equipment £	Motor vehicles £	Total £
COST OR VALUATION							
At 1 September 2024	15,259,961	2,129,681	257,365	-	285,922	53,990	17,986,919
Additions	8,292	-	8,150	587,850	-	-	604,292
At 31 August 2025	<u>15,268,253</u>	<u>2,129,681</u>	<u>265,515</u>	<u>587,850</u>	<u>285,922</u>	<u>53,990</u>	<u>18,591,211</u>
DEPRECIATION							
At 1 September 2024	3,760,530	175,082	203,091	-	237,666	1,125	4,377,494
Charge for the year	306,024	17,037	20,939	29,393	32,392	13,216	419,001
At 31 August 2025	<u>4,066,554</u>	<u>192,119</u>	<u>224,030</u>	<u>29,393</u>	<u>270,058</u>	<u>14,341</u>	<u>4,796,495</u>
NET BOOK VALUE							
At 31 August 2025	<u><u>11,201,699</u></u>	<u><u>1,937,562</u></u>	<u><u>41,485</u></u>	<u><u>558,457</u></u>	<u><u>15,864</u></u>	<u><u>39,649</u></u>	<u><u>13,794,716</u></u>
At 31 August 2024	<u><u>11,499,431</u></u>	<u><u>1,954,599</u></u>	<u><u>54,274</u></u>	<u><u>-</u></u>	<u><u>48,256</u></u>	<u><u>52,865</u></u>	<u><u>13,609,425</u></u>

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

14. DEBTORS

	2025 £	2024 £
DUE WITHIN ONE YEAR		
Trade debtors	9,601	43,879
Prepayments and accrued income	224,262	116,124
VAT recoverable	24,327	40,778
	<u>258,190</u>	<u>200,781</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	115,936	216,266
Other taxation and social security	83,527	135,738
Other creditors	161,738	126,254
Accruals and deferred income	114,173	86,245
	<u>475,374</u>	<u>564,503</u>

	2025 £	2024 £
Deferred income at 1 September 2024	86,245	235,007
Resources deferred during the year	114,173	86,245
Amounts released from previous periods	(86,245)	(235,007)
Total deferred income at year end	<u>114,173</u>	<u>86,245</u>

At the balance sheet date the Academy was holding funds received in advance for student educational trips and donations relating to 2025/26.

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

16. PROVISIONS

	Legal provision
Additions	98,000
	<hr/>
	98,000
	<hr/> <hr/>

Trust has received an unsuccessful judgment in a long-standing legal claim. The settlement and costs of the judgment are still to be finalised at the point of approving the financial statements, but the Trustee's best estimate of the costs at this date are £98,000. The Trust has made the DfE aware of the settlement and are in discussion with them in respect of funding the costs.

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

17. STATEMENT OF FUNDS

	Balance at 1 September 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2025 £
UNRESTRICTED FUNDS					
General Funds	-	460,502	(460,502)	-	-
RESTRICTED GENERAL FUNDS					
General Annual Grant (GAG)	(139,826)	5,065,775	(5,310,988)	-	(385,039)
16 - 19 Funding	-	1,042,571	(1,042,571)	-	-
Pupil Premium	-	140,964	(140,964)	-	-
Teacher's pay/pension grants	-	258,169	(258,169)	-	-
High Needs Income	-	254,156	(254,156)	-	-
Bus/trip Income	-	162,086	(162,086)	-	-
Other restricted funds	-	84,609	(84,609)	-	-
Elizabeth Farmor Trust	31,617	3,011	(29,675)	-	4,953
Core Schools Budget Grant	-	184,290	(184,290)	-	-
Pension reserve	-	6,000	87,000	(93,000)	-
	(108,209)	7,201,631	(7,380,508)	(93,000)	(380,086)
RESTRICTED FIXED ASSET FUNDS					
Transferred on Conversion	9,615,485	-	(296,097)	-	9,319,388
Purchased from GAG/Other Restricted	405,221	-	(12,478)	-	392,743
Capital Grants	2,221,060	702,342	(68,395)	-	2,855,007
Sports Centre Donation	1,367,659	-	(42,115)	-	1,325,544
	13,609,425	702,342	(419,085)	-	13,892,682
TOTAL RESTRICTED FUNDS	13,501,216	7,903,973	(7,799,593)	(93,000)	13,512,596
	Balance at 1 September 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 August 2025 £
TOTAL FUNDS	13,501,216	8,364,475	(8,260,095)	(93,000)	13,512,596

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

17. STATEMENT OF FUNDS (CONTINUED)

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

RESTRICTED FUNDS

General Annual Grant - Income from the DfE which is to be used for the normal running costs of the Academy, including education and support costs

16-19 Funding - Funding received from the DfE for students aged 16 to 19.

Pupil Premium - Pupil premium represents funding received from the DfE for children that qualify for free school meals to enable the Academy to address the current underlying inequalities between those children and their wealthier peers.

Teachers' Pay/Pension Grant - Funding received from the DfE to support increased teachers' pay and pension contributions for all teachers.

High Needs - Funding received by the Local Authority to fund further support for students with additional needs.

Trip Income - Represents income received from parents for children to be able to attend school trips.

Core School Budget Grant - Additional grant from the DfE to support school with their overall costs.

Mainstream Schools Additional Grant - Additional grant from the DfE to increase the core school budget.

Core schools budget grant - funding received from the DfE to support schools in ENgland to meet core costs particularly the cost of teacher pay awards.

Other Restricted Income - Includes other restricted grants received from the DfE including devolved formula capital year 7 catch up, free school meals allocation, COVID premium and other restricted donations.

Elizabeth Farmor Trust - Represents funds donated from the Elizabeth Farmor Trust for educational purposes of the Academy Trust.

Pension Reserve - This represents the Academy's share of the assets and liabilities in the Local Government Pension Scheme. As with most pension schemes this is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion to an academy..

RESTRICTED FIXED ASSET FUNDS

Fixed Assets Transferred on Conversion - Represent the building and equipment donated to the Academy Trust from Gloucestershire County Council on conversion to an Academy.

Fixed Assets Purchased from GAG and Other Restricted - Represents fixed assets purchased from GAG and Other Restricted Income.

Other Capital Grants - Represents grants received from the DfE for various capital projects throughout the school.

Sports Centre Donation - Represents the gift of the sports centre on 1 January 2014 from Cotswold District Council. The sports centre has been treated as an asset of the Academy.

Under the funding agreement with the Secretary of State, the Academy was not subject to a limit on the amount of GAG it could carry forward at 31 August 2025.

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

17. STATEMENT OF FUNDS (CONTINUED)

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

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
UNRESTRICTED FUNDS						
General Funds - all funds	-	451,438	(451,438)	-	-	-
RESTRICTED FUNDS						
General Annual Grant (GAG)	(48,652)	4,817,745	(4,873,022)	(35,897)	-	(139,826)
16 - 19 Funding	-	958,520	(958,520)	-	-	-
Rates Relief	-	14,637	(14,637)	-	-	-
Pupil Premium	-	122,563	(122,563)	-	-	-
Teacher's pay/pension grants	-	177,865	(177,865)	-	-	-
High Needs Income	-	166,776	(166,776)	-	-	-
Bus/trip Income	-	170,657	(170,657)	-	-	-
Mainstream school's Additional Grant	-	226,789	(226,789)	-	-	-
Recovery Premium	-	24,357	(24,357)	-	-	-
Other restricted funds	-	55,535	(55,535)	-	-	-
Elizabeth Farmor Trust	7,313	24,304	-	-	-	31,617
Pension reserve	(228,000)	-	54,000	-	174,000	-
	(269,339)	6,759,748	(6,736,721)	(35,897)	174,000	(108,209)

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

17. STATEMENT OF FUNDS (CONTINUED)

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
RESTRICTED FIXED ASSET FUNDS						
Transferred on Conversion	9,872,500	-	(257,015)	-	-	9,615,485
Purchased from GAG/Other Restricted	331,439	-	(9,753)	83,535	-	405,221
Capital Grants	2,280,427	47,638	(59,367)	(47,638)	-	2,221,060
Sports Centre Donation	1,404,216	-	(36,557)	-	-	1,367,659
	<u>13,888,582</u>	<u>47,638</u>	<u>(362,692)</u>	<u>35,897</u>	<u>-</u>	<u>13,609,425</u>
TOTAL RESTRICTED FUNDS	<u>13,619,243</u>	<u>6,807,386</u>	<u>(7,099,413)</u>	<u>-</u>	<u>174,000</u>	<u>13,501,216</u>
TOTAL FUNDS	<u><u>13,619,243</u></u>	<u><u>7,258,824</u></u>	<u><u>(7,550,851)</u></u>	<u><u>-</u></u>	<u><u>174,000</u></u>	<u><u>13,501,216</u></u>

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Restricted funds 2025 £	Restricted fixed asset funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	13,794,716	13,794,716
Current assets	193,288	97,966	291,254
Creditors due within one year	(475,374)	-	(475,374)
Provisions for liabilities and charges	(98,000)	-	(98,000)
TOTAL	<u><u>(380,086)</u></u>	<u><u>13,892,682</u></u>	<u><u>13,512,596</u></u>

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Restricted funds 2024 £	Restricted fixed asset funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	13,609,425	13,609,425
Current assets	456,294	-	456,294
Creditors due within one year	(564,503)	-	(564,503)
TOTAL	(108,209)	13,609,425	13,501,216

19. MEMBERS' LIABILITY

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

20. GENERAL INFORMATION

Farmor's School is a company limited by guarantee, incorporated in England and Wales. The registered office is The Park, Leafield Road, Fairford, Gloucestershire, GL7 4JQ.

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

21. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net income/(expenditure) for the year (as per Statement of Financial Activities)	104,380	(292,027)
ADJUSTMENTS FOR:		
Depreciation	419,085	362,692
Capital grants	(702,342)	(47,638)
Interest receivable	(95)	(76)
Defined benefit pension scheme cost less contributions payable	(87,000)	(64,000)
Defined benefit pension scheme finance cost	(6,000)	10,000
Decrease/(increase) in debtors	(57,409)	(2,706)
Decrease in creditors	(89,213)	(155,858)
Increase in provisions	98,000	-
NET CASH USED IN OPERATING ACTIVITIES	(320,594)	(189,613)

22. CASH FLOWS FROM INVESTING ACTIVITIES

	2025 £	2024 £
Interest receivable	95	76
Purchase of tangible fixed assets	(604,292)	(119,063)
Capital grants	702,342	47,638
NET CASH PROVIDED BY/(USED IN) INVESTING ACTIVITIES	98,145	(71,349)

23. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025 £	2024 £
Cash in hand and at bank	33,064	255,513
TOTAL CASH AND CASH EQUIVALENTS	33,064	255,513

FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)

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

24. ANALYSIS OF CHANGES IN NET DEBT

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	255,513	(222,449)	33,064
	<u>255,513</u>	<u>(222,449)</u>	<u>33,064</u>

25. PENSION COMMITMENTS

The Academy's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Gloucestershire County Council. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2024.

Contributions amounting to £145,162 were payable to the schemes at 31 August 2025 (2024 - £131,619) and are included within creditors.

TEACHERS' PENSION SCHEME

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

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

**FARMOR'S SCHOOL
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

25. PENSION COMMITMENTS (CONTINUED)

VALUATION OF THE TEACHERS' PENSION SCHEME

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

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

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

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

The employer's pension costs paid to TPS in the year amounted to £1,017,483 (2024 - £836,085).

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

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

LOCAL GOVERNMENT PENSION SCHEME

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £392,000 (2024 - £322,000), of which employer's contributions totalled £327,000 (2024 - £268,000) and employees' contributions totalled £ 65,000 (2024 - £54,000). The agreed contribution rates for future years are 29.8% for employers and 5.5% - 8.5% for employees.

As described in note 27 the LGPS obligation relates to the employees of the Academy, who were the employees transferred as part of the conversion from the maintained school and new employees who were eligible to, and did, join the Scheme in the year. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy at the balance sheet date.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

FARMOR'S SCHOOL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

25. PENSION COMMITMENTS (CONTINUED)

PRINCIPAL ACTUARIAL ASSUMPTIONS

Gloucestershire Pension Fund

	2025	2024
	%	%
Rate of increase in salaries	3.2	3.15
Rate of increase for pensions in payment/inflation	2.7	2.65
Discount rate for scheme liabilities	6.1	5.00

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

	2025	2024
	Years	Years
Retiring today		
Males	20.4	20.2
Females	24.9	24.8
Retiring in 20 years		
Males	21.4	21.2
Females	26.1	26

SHARE OF SCHEME ASSETS

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

	At 31	At 31 August
	August 2025	2024
	£	£
Equities	2,902,000	2,489,000
Bonds	952,000	856,000
Property	590,000	506,000
Cash and other liquid assets	91,000	39,000
Total market value of assets	4,535,000	3,890,000

The actual return on scheme assets was £204,000 (2024 - £43,000).

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

	2025	2024
	£	£
Current service cost	(240,000)	(204,000)
Interest income	202,000	174,000
Interest cost	(196,000)	(184,000)
Total amount recognised in the Statement of Financial Activities	(234,000)	(214,000)

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)**

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

25. PENSION COMMITMENTS (CONTINUED)

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

	2025 £	2024 £
At 1 September	3,806,000	3,449,000
Current service cost	240,000	204,000
Interest cost	196,000	184,000
Employee contributions	65,000	54,000
Actuarial losses/(gains)	(783,000)	(14,000)
Benefits paid	(65,000)	(71,000)
	<u>3,459,000</u>	<u>3,806,000</u>

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

	2025 £	2024 £
At 1 September	3,889,000	3,221,000
Interest income	202,000	174,000
Actuarial gains	117,000	243,000
Employer contributions	327,000	268,000
Employee contributions	65,000	54,000
Benefits paid	(65,000)	(71,000)
	<u>4,535,000</u>	<u>3,889,000</u>

The Academy Trust has an unrecognised surplus of £1,076,000 (2024 - £83,000) in respect of its defined benefit pension scheme as it does not expect to recover the plan surplus either through reduced contributions in the future or through refunds from the plan.

26. OPERATING LEASE COMMITMENTS

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

	2025 £	2024 £
Not later than 1 year	7,613	5,283
Later than 1 year and not later than 5 years	23,831	540
	<u>31,444</u>	<u>5,823</u>

**FARMOR'S SCHOOL
(A COMPANY LIMITED BY GUARANTEE)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025**

27. RELATED PARTY TRANSACTIONS

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

The Elizabeth Farmor Trust Fund (the 'trust') was a trust established to generate and provide funding to the Academy. The Academy and the trust have common trustees. As the Academy is entitled under the trust's rules to all income generated, the trust's cash balance has been recognised as an asset of the Academy. The trust's balances are considered immaterial to the users of the accounts and so a full consolidation, under FRS102 has not been performed.

28. POST BALANCE SHEET EVENTS

Prior to the year-end a legal case has been settled against the Trust and an settlement agreed. As such this has been provided for in the accounts for £98,000. See Note 16 for further details.

29. AGENCY ARRANGEMENTS

The Academy distributes 16-19 bursary funds to students as an agent for the DfE. In the accounting period ended 31 August 2024 the Academy received £11,066 (2024: £8,968) and distributed £9,017 (2024: £9,228) from the fund. An amount of £Nil (2024: £9,301) is included within other creditors relating to undistributed funds that are repayable to the DfE.

The Academy receives cash from students as an agent for several travel agents. In the accounting period ended 31 August 2025 the Academy received £160,205 (2024: £170,657) and disbursed £160,205 (2024: £170,657) from the fund for Academy trips. All funds have been distributed before the year end.