

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

Feltons
Chartered Accountants
Birmingham
B1 3JR

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

CONTENTS

| | Page |
|---|---------|
| Reference and Administrative Details | 1 - 2 |
| Trustees' Report | 3 - 16 |
| Governance Statement | 17 - 21 |
| Statement of Regularity, Propriety and Compliance | 22 |
| Statement of Trustees' Responsibilities | 23 |
| Independent Auditors' Report on the Financial Statements | 24 - 27 |
| Independent Reporting Accountant's Report on Regularity | 28 - 29 |
| Statement of Financial Activities Incorporating Income and Expenditure Account | 30 |
| Balance Sheet | 31 - 32 |
| Statement of Cash Flows | 33 |
| Notes to the Financial Statements | 34 - 56 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS

| | |
|--|---|
| Members | Ms Gemma Alldritt (resigned 17 November 2024) Mr Harjinder Kumar Badhan (appointed 16 March 2013) Mr Aubrey Hadley (appointed 1 September 2013) Mr Mathew Langoswki-Gadd (appointed 17 April 2018) Parent Vacancy |
| Trustees | Mr J Farmer, Principal / Accounting Officer (appointed 1 September 2022) Mrs H Allan, Parent (appointed 25 May 2022, resigned 19 August 2025) Mrs K Fazey, Co-opted (appointed 30 March 2021) Mr M Goodwin, Staff (appointed 1 September 2013) Mrs C Gordon (appointed 15 October 2024) Mr J Grundy, Co-opted (appointed 30 March 2021, resigned 20 September 2024) Mrs D Heritage, Community (appointed 12 December 2023, resigned 19 June 2025) Mr A Hollyhead, Community Chair (appointed 30 January 2023) Mrs S Kaur, Parent (appointed 25 May 2022) Mrs S Melody, Co-opted (resigned 8 November 2024) Mrs R Smith, Staff (appointed 11 September 2017) |
| Company registered number | 08593820 |
| Company name | Ocker Hill Academy Trust |
| Principal and registered office | Gospel Oak Road Tipton West Midlands DY4 0DS |
| Company secretary | Mr. J Farmer |
| Senior management team | Mr J Farmer, Principal Mr M Goodwin, Assistant Principal Mrs S Farmer, Assistant Principal Mrs S Boughton, Business Manager |
| Independent auditors | Feltons 8 Sovereign Court 8 Graham Street Birmingham B1 3JR |
| Bankers | Lloyds Bank 63 High Street Dudley West Midlands DY1 1PY |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Solicitors Browne Jacobson
Victoria Square House
Victoria Square
Birmingham
B2 4BU

OCKER HILL ACADEMY TRUST
(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 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a Trustees' report, and a directors' report and strategic report under company law.

The Academy Trust operates an academy for pupils aged 7 to 11 serving a catchment area in Sandwell. It has a pupil capacity of 256 and had a roll of 248 in the academy census on 2nd October 2025.

Structure, governance and management

a. 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 Ocker Hill Academy Trust are also the Directors of the charitable company for the purposes of company law. The charitable company operates as Ocker Hill Academy.

Details of the Trustees who served during the year and to the date these accounts are approved are included in the Reference and Administrative details on page 1.

b. Members' liability

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

c. Trustees' indemnities

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

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

d. Method of recruitment and appointment or election of Trustees

Parent Trustees are elected by the parents of registered pupils at the academy. A Parent Trustee must be a parent of a pupil at the academy at the time when she/he is elected.

Community Trustees may be appointed by the Board of Trustees provided that the person who is appointed as a community trustee is:

- a person who lives or works in the community served by the academy; or
- a person who, in the opinion of the Board of Trustees, is committed to the government and success of the academy.

Staff Trustees are elected by employees of the Academy Trust.

The above selection procedures are:

Community – Appointed by the Members.

The Trustees will seek to appoint a person who lives or works in the community served by the academy, who is committed to the success of the academy.

Parent – Nominated and elected by the parents and carers of the pupils on roll.

Staff – Nominated and elected by the staff employed by the academy.

One representative from teaching staff and one representative from support staff

The Principal is an ex-officio trustee.

e. Policies adopted for the induction and training of Trustees

The Board of Trustees has a service level agreement with the Trustee Support Department of Second2None School Support Ltd to provide training, advice and support to the Board of Trustees.

Newly elected Trustees attend induction training for new trustees, and in addition select specific training provided by Trustee Support in accordance with their needs.

One of the Trustees is appointed as link trustee, attends relevant training and provides information to Trustees following such training.

The Principal is the leader for professional development in the academy and he ensures that Trustees are provided with opportunities to receive training in accordance with their role, and the academy's training plan.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

f. Organisational structure

The Board of Trustees has established committees and appoints Trustees to serve on each of the committees annually. The committees for the period of the report were:

- Staffing and Finance Committee
- Pay Committee
- Audit Committee
- Behaviour and Safety Committee
- Curriculum Committee
- Principal's Performance Management
- Appeals
- Staff and Pupil Discipline

The written terms of reference of the committees include the monitoring of the preparation and management of the Academy's budget and implementation of the Academy's financial management policies, including risk assessment.

The Board of Trustees also appoints a Responsible Officer and this role has been fully implemented in accordance with the Academy Trust's financial procedures.

Decisions relating to matters that impact on Ocker Hill Academy are reserved for the Board of Trustees.

Those responsibilities delegated to management include:

Delegation of expenditure and virements

That sums below £10,000 be delegated to the Principal.

Disposal of surplus stock

Delegated to Principal with the approval of the Chair of the Board of Trustees.

Delegation of Suspension

That suspension be delegated to the Chair of the Board of Trustees in instances where the Principal is the person in question or involved in the case.

That the Chair of the Board of Trustees be given delegated powers to lift the suspension after taking advice from Human Resources or any other organisation providing the service to the academy.

Approval for Expenditure

The Chair of the Board of Trustees or Chair of Staffing and Finance Committee be given approval for expenditure above the set limit prior to the next committee meeting – **only in cases of emergency**

Appointment of Staff (ensure no appointment is carried out by one person alone)

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

| | |
|---|--|
| Lunchtime/Cleaning/Administration Support Staff | <ul style="list-style-type: none">• Principal or Assistant Principal• Post Line Manager |
| Educational Support Staff | <ul style="list-style-type: none">• Principal or Assistant Principal• Post Line Manager• 1 Trustee |
| Business Manager | <ul style="list-style-type: none">• Principal or Assistant Principal• 2 Trustees |
| Teaching Staff | <ul style="list-style-type: none">• Principal or Assistant Principal• 1 Trustee |
| Senior Management Team* <i>*Principal and Vice Principal appointments must be ratified by the relevant body.</i> | <ul style="list-style-type: none">• Principal or Assistant Principal• 2 Trustees |

g. Arrangements for setting pay and remuneration of key management personnel

The arrangements are set out in the Academy Pay Policy and is reviewed annually. Performance towards any remuneration as set in the Pay Policy is measured by the criteria set out in the Appraisal Policy, which is also reviewed annually. Both policies are compliant with employment legislation which includes Teachers' Pay and Conditions.

h. Related parties and other connected charities and organisations

All information regarding related parties is disclosed annually by completion of the 'Declaration of Business and other Interests' form. Also, all services that are potentially provided through companies disclosed are comprehensively checked to ensure they are provided at cost.

Objectives and activities

a. Objects and aims

The strategic goal of Ocker Hill Academy Trust is to provide a broad and balanced curriculum to all pupils in accordance with the funding agreement between the Academy Trust and the Department for Education.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Objectives and activities (continued)

b. Objectives, strategies and activities

Our Mission Statement

Our mission at Ocker Hill Academy reflects a passionate commitment to providing children with a safe and dynamic learning experience. Driven by a desire to offer the best possible education, all children have access to a broad and balanced curriculum where they are encouraged to think deeply in lessons and taught knowledge-based objectives and skills as building blocks for life. Learning is underpinned by strong formative assessment principles. Pupils understand, and celebrate, what they do well and where their next steps in learning lie preparing them to be successful, knowledgeable and responsible citizens for the future.

Our Strategic Overview

At Ocker Hill Academy, all trustees, teachers, support staff and parents are committed to working towards:

- Providing an environment where children feel safe, happy and secure.
- Providing children with equality of opportunity without prejudice.
- Raising standards in literacy, (with particular focus on writing, spelling, grammar and punctuation) numeracy and science through the continuing development of high-quality teaching and learning.
- Inspiring a love of reading across all curriculum areas to build strong, independent readers who can read for purpose and pleasure.
- Ensure a broad and balanced curriculum for children of all abilities to experience and enjoy.
- Having high expectations of learning behaviour throughout the academy and wider community.
- Developing moral and social values, underpinned by British Values, within our learners.
- Maintaining consistent transition procedures and link with the feeder Infant School and all subsequent High Schools/Academies.
- Cultural Capital- Providing children with the essential knowledge they need to be educated citizens, helping to engender an appreciation of human creativity and achievement.

In order to deliver these values, Ocker Hill Academy has focused on five goals:

- To make the children's education relevant, purposeful, broad and balanced.
- To maintain a safe, caring environment.
- To aim for high levels of parental satisfaction for the service provided.
- To use human resources efficiently.
- To use financial resources efficiently.

The main objectives for the year are as follows:

In addition to improving the levels of attainment and progress across the core subjects, for all children, the Academy's self-evaluation identified specific academy development key priorities for 2024/2025 which included:

Whole Academy Priorities

- 1.1 To ensure a consistent and high-quality method of delivery of reading including early reading and phonics, across the academy
- 1.2 To provide an ambitious level of challenge to all pupils in mathematics including consistent and regular opportunities for written and verbal reasoning
- 1.3 To develop and embed an explicit curriculum for spoken language across the curriculum
- 1.4 To continue to improve the use of technology to enhance the pupils' learning experience and academic progress
- 1.5 Maintain and develop a clear progression in all subjects across the curriculum
- 1.6 Improvement of children's retention and ability to make links between concepts and ideas within the curriculum
- 1.7 To ensure that children of all abilities can access all curriculum tasks with an increasing level of

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Objectives and activities (continued)

independence

- 1.8 To ensure a broad and balanced curriculum driven by the attainment and retention of knowledge
- 1.9 Consistently using formative and summative assessment to inform teaching in all subject areas
- 1.10 To use a range of highly effective assessment for learning strategies to privilege thinking and aide academic progress

Computing Subject Area Actions

- 1.5 New lesson plans Created/Updated in the Teach Computing Scheme to be identified for staff so that they can ensure their inclusion.
- 1.3 and 1.5 Staff trained in how to deliver Teach Computing Units for their Year Group and apply the skills to the wider curriculum.
- 1.1 1.3 and 1.7 Staff to share, explain, rehearse, display and use in context, the Key computing Vocabulary from each lesson with children.
- 1.4 Staff to start to extend their use of technology in the wider curriculum
- 1.3 1.4 1.5 1.6 Planning to be monitored and opportunities to reinforce maths concepts identified.
- 1.1 1.7 Development of subject specific vocabulary
- 1.9 1.10 Staff to use end of unit knowledge tests and skill assessment rubrics from Teach computing to inform their assessments
- 1.8 Conduct pupil conferences to help support the development of technology across the curriculum

Art Subject Area Actions

- 1.3, 1.6 To review progression of knowledge, skills, and vocabulary in all year groups.
- 1.5, 1.7 To ensure that the Art curriculum is sufficiently ambitious enough for pupils of all abilities.
- 1.10, 1.5 To review and develop the assessment of knowledge and skills in Art and how evidence is gathered.
- 1.1, 1.9 To ensure a range of media (including ICT) is used effectively in Art lessons, including digital artwork applications.
- 1.1, 1.4 To ensure effective coverage of knowledge, skills, and vocabulary in Art lessons.
- 1.2, 1.7 For pupils to retain knowledge, skills, and vocabulary within Art as well as share their opinions and preferences about the subject.
- 1.3 For pupils to share their opinions and preferences about different pieces of Art.
- 1.7 To provide further opportunities for pupil's artwork to be celebrated and shared with parents, carers and peers.

Design and Technology Subject Area Actions

- 1.3, 1.6 To review progression of knowledge, skills, and vocabulary in all year groups.
- 1.5, 1.7 To ensure that the DT curriculum is sufficiently ambitious enough for pupils of all abilities.
- 1.10, 1.5 To review and develop the assessment of knowledge and skills in DT and how evidence is gathered.
- 1.1, 1.9 To ensure a range of media (including ICT) is used effectively in DT lessons, including digital applications.
- 1.1, 1.4 To ensure effective coverage of knowledge, skills, and vocabulary in DT lessons.
- 1.2, 1.7 For pupils to retain knowledge, skills, and vocabulary within DT as well as share their opinions and preferences about the subject.
- 1.3, 1.10 For pupils to develop the way they evaluate their own work and that of others

French Subject Area Actions

- 1.5 Maintain a clear progression in the teaching of French.
- 1.6, 1.8 Continue to improve children's retention of subject specific vocabulary in French.
- 1.4 Develop the use of technology during French lessons.
- 1.9, 1.10 Continue to develop consistency using effective formative and summative assessment to inform the teaching of French.
- 1.6, 1.8 Organise and implement 'International Week'.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Objectives and activities (continued)

Humanities Subject Area Actions

- 1.4, 1.5, 1.6, 1.7, 1.8, 1.10 Ensure that planning and delivery of lessons effectively supports progression within and across year groups.
- 1.3, 1.4, 1.5, 1.6, 1.7, 1.8, 1.9, 1.10 Ensure that provision for SEND children encourages independent access to activities.
- 1.4 Develop opportunities for the use of technology to enhance teaching of humanities.
- 1.3 Ensure that all lessons offer opportunities for children to develop oracy skills.
- 1.4, 1.6, 1.8 Ensure that retrieval practise is consistently high quality and regularly used across all lessons.
- 1.8 Ensure regular opportunities for fieldwork/enquiry-based work within humanities.

Literacy Subject Area Actions

- 1.1/1.6/1.7 Monitor and review sequencing of guided reading
- 1.1/1.3 Monitor and review reading fluency and prosody throughout the academy assessments
- 1.1/1.3/1.4 Monitoring of planning and marking and literacy teaching
- 1.5/1.6/1.10 Monitoring of method of knowledge retrieval in literacy lessons
- 1.3/1.6 Monitor the use of key vocabulary boards across all subjects including spelling
- 1.1/1.7/1.8 Raise the profile of reading for pleasure in the academy
- 1.3/1.4/1.7/1.9 Review the effectiveness of the teaching of writing across the academy
- 1.9 Monitoring of assessment in reading and writing across the academy
- 1.1/1.10 Explore and obtain opportunities for cross- academy writing and reading moderations within the TLC to ensure accurate levelling across the academy
- 1.3/1.6 Introduction and role out of Oracy programme across the academy
- 1.7 To ensure that children of all abilities can access all English tasks with an increasing level of independence

Mental Health Subject Area Actions

- 1.3 Ensure effective coverage across PHSRE curriculum for Mental Health and Wellbeing opportunities.
- 1.7 To ensure pupils have opportunities to articulate feelings and emotions within the academy.
- 1.7 To ensure good liaison with parents/guardians to help promote positive mental health and safeguarding of all pupils.
- 1.7 To positively support staff mental health and wellbeing of all staff.

Music Subject Area Actions

- 1.3, 1.6 To develop the progression of knowledge, skills, and vocabulary in all year groups.
- 1.5, 1.7 To ensure that the Music curriculum is sufficiently ambitious enough for pupils of all abilities.
- 1.10, 1.5 To review and develop the assessment of knowledge and skills in Music and how evidence is gathered.
- 1.1, 1.9 To ensure a range of media (including ICT) is used effectively in Music lessons, including digital music applications.
- 1.1, 1.4 To ensure effective coverage of knowledge, skills, and vocabulary in Music lessons using our chosen scheme.
- 1.2, 1.7 For pupils to retain knowledge, skills, and vocabulary within Music and share their opinions and preferences about the subject.
- 1.3 For pupils to share their opinions and preferences about different pieces of music.
- 1.7 To provide further opportunities for music to be celebrated, with opportunities to perform to others.

PE Subject Area Actions

- 1.3, 1.6 To review progression of knowledge, skills, and vocabulary in PE in all year groups.
- 1.5 To ensure that the PE curriculum is sufficiently ambitious for pupils of all abilities.
- 1.4, 1.5, 1.6 To provide opportunities for competitive sport within the academy and inter-school matches.
- 1.9 To use a range of technology is used to enhance PE lessons.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Objectives and activities (continued)

- 1.4, 1.7, 1.8 To ensure effective coverage of knowledge, skills, and vocabulary in PE lessons.
- 1.5 To maintain and enhance the PE equipment provision.
- 1.5 To engage more children in being active through after school clubs and playtime activities.
- 1.8 To continue to effectively assess PE, including swimming, and use this to plan next steps.

Phonics Subject Area Actions

- 1.1 Consistent whole academy approach to the teaching of phonics
- 1.5 Ensuring SEND children are making rapid progress in phonics teaching sessions
- 1.7 / 1.5 Children using their phonetic knowledge to increase speed and accuracy of decoding.
- 1.1 Ensuring all staff have relevant skills and training to deliver effective phonics teaching.

PSHRE Subject Area Actions

- 1.5 Ensure that planning effectively supports progression within and across year groups.
- 1.3 Ensure that planning/teaching consistently provides opportunities for children to articulate learning.
- 1.7 Ensure that provision for SEND children encourages independent access to activities where possible.
- 1.9, 1.10 Ensure that formative assessment and evidencing of PSHRE support progression
- 1.5, 1.8 Ensure consistency of academy wide approach to embedding British Values within the PSHRE curriculum.
- 1.8 Further develop opportunities for enterprise/money awareness in the PSHRE curriculum.
- 1.8 Further develop opportunities to build community links through the PSHRE curriculum.
- 1.8 Introduce academy wide personal development programme.

Pupil Premium Subject Area Actions

- 1.1 Increase pupil premium pupils engagement with reading so attainment is in line with or above non pupil premium pupils
- 1.3 & 1.6 Widen and deepen the vocabulary used by pupil premium pupils so it is in line with non pupil premium pupils
- 1.5 Effective identification of pupil premium pupils who are falling behind AND have poor attendance
- 1.7 Identify ways in which support staff can support PP pupils whilst increasing their independence
- 1.9 Effective identification of pupil premium pupils who are falling behind when compared to non pupil premium and issues addressed

RE Subject Area Actions

- 1.5, 1.8, 1.9 Ensure that planning and assessment of RE supports progression.
- 1.3 Ensure that planning/teaching consistently provides opportunities for children to articulate learning.
- 1.4, 1.5, 1.6, 1.7 Ensure that provision for SEND children encourages independent access to activities where possible.
- 1.5, 1.8 Maintain consistency of academy wide approach to embedding British Values within the RE curriculum.
- 1.8 Further develop opportunities to build community links through the RE curriculum.
- 1.6, 1.8 Develop opportunities for children to engage with 'Lived RE'

Science Subject Area Actions

- 1.5, 1.7, 1.9, 1.10 To implement a new Science scheme across the Academy, ensuring progression and further development of practical skills (including associated changes to the assessment of science)
- 1.6, 1.7 To ensure that an element of 'working scientifically' is incorporated into each lesson
- 1.7 To ensure that adaptations are made to ensure all learners can access the new Science curriculum with increasing levels of independence
- 1.8 To ensure that retention of prior learning in science is strengthened by retrieval questions at the start of every lesson

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Objectives and activities (continued)

- 1.2 To ensure that pupils have opportunities to develop oracy in science with a consistent use of dialogic talk when reasoning
- 1.3 To ensure that technology is used to help children of all abilities to access scientific knowledge with greater independence
- 1.3, 1.6 To provide opportunities for children to share their learning in science through events such as Science Week and a Science fair
- 1.6, 1.8 To strengthen the link between Science and Ecology through the application for the Eco Schools Award

Maths Subject Area Actions

- 1.1, 1.3, 1.5, 1.9 To introduce and develop the skill of reading aloud in maths lessons through encouraging learners to read and explain key maths vocabulary from questions and learning walls.
- 1.1, 1.2, 1.3, 1.4, 1.7 To improve children's knowledge, retention and application of mathematical concepts by introducing and developing fortnightly consolidation lessons that help learners remember concepts and skills to the point of automatic recall.
- 1.2, 1.3, 1.4, 1.7, To improve progression in maths by re-ordering the sequence of learning to give a greater focus on geometry and by introducing consolidation lessons.
- 1.2, 1.3, 1.4, 1.6, To improve children's retention and application of mathematical concepts by ensuring that maths is used across the curriculum where applicable.
- 1.7, 1.5, 1.10, 1.2, 1.4 To ensure that images, physical resources and technology are used wherever needed in maths lessons to help learners of all abilities independently access the maths curriculum with increasing levels of independence.
- 1.8, 1.10, 1.6, 1.3, To ensure that retention of prior learning in maths is strengthened by retrieval quizzes in every lesson.
- 1.7, 1.4, 1.6, 1.8, To ensure that pupils' learning behaviours in maths are improved by developing mathematical oracy: a consistent use of respectful dialogic talk when reasoning about concepts knowledge.
- 1.9, 1.5, 1.2, 1.7, 1.3 To ensure that technology is used to help children of all abilities to access maths knowledge with greater independence.
- 1.8, 1.4, 1.7, 1.10 To ensure that formative and summative assessment of maths is used to address misconceptions, quickly fill gaps in knowledge, build on prior learning, promote deeper thinking and dialogic learning and improve retention of knowledge.

LEADERSHIP AND MANAGEMENT:

- Developing senior leaders through a range of nationally accredited courses and academy mentoring to develop a strong focus on distributed leadership, shared values, policies and practice across middle leaders and senior leaders.
- To deliver a range of highly personalised and varied CPD opportunities for all staff to enhance the teaching of the curriculum.
- To work closely with the Academy Trust Board to ensure rigour in the role as 'critical friends' and to provide quality assurance that the academy fulfils its statutory duties.

PERSONAL DEVELOPMENT:

- To provide the pupils with a range of opportunities to enhance their spiritual, moral, social and cultural development and understanding.
- To provide high quality pastoral support in order to maintain and develop a physically and mentally healthy lifestyle.
- To develop a wide range of opportunities to nurture, develop and stretch pupils' talents and interests.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Objectives and activities (continued)

EVALUATING BEHAVIOUR AND ATTITUDES:

- To support pupils to have a positive attitude to their education; helping them to build resilience and take pride in their achievements.
- To ensure that pupils have high attendance and that appropriate, swift and effective action is taken when this is not the case.

The strategies adopted for achieving these objectives are:

- Staff training/discussion
- Data analysis
- Monitoring, evaluating and reviewing by middle/senior leaders
- Lesson observations
- Pupil voice
- Liaison with outside agencies
- Pupil Assessments
- Learning walks
- Planning and book scrutiny
- Budgeting for effective resources
- Using academic research effectively

Significant activities linked to the trust's charitable activities, and how they further its aims, have been:
A range of fundraising activities for charities have taken place, including our children raising money for Children in Need and Comic Relief. These activities further OHA's aims through addressing targets within our SMSC provision.

c. Public benefit

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

Ocker Hill Academy Trust is an equal opportunity employer and strives to give full and fair consideration to all applicants for employment, training and promotions, irrespective of disability, gender, race, colour or sexual orientation.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Strategic report

Achievements and performance

In 2025, Ocker Hill Academy achieved SATs results which were above the national average in all areas. The results were as follows:

End of Key Stage 2 Results for 2025

Reading

| | |
|-----------------------------------|-----|
| Ocker Hill Average Scaled Score: | 108 |
| National Average Scaled Score: | 106 |
| Ocker Hill @ Age Expected Level: | 81% |
| Ocker Hill @ Greater Depth Level: | 39% |
| National Age Expected Level: | 75% |
| National Greater Depth Level: | 33% |

SPaG

| | |
|-----------------------------------|-----|
| Ocker Hill Average Scaled Score: | 107 |
| National Average Scaled Score: | 105 |
| Ocker Hill @ Age Expected Level: | 89% |
| Ocker Hill @ Greater Depth Level: | 37% |
| National Age Expected Level: | 73% |
| National Greater Depth Level: | 30% |

Writing

| | |
|-----------------------------------|-----|
| Ocker Hill @ Age Expected Level: | 84% |
| Ocker Hill @ Greater Depth Level: | 31% |
| National Age Expected Level: | 72% |
| National Greater Depth Level: | 13% |

Maths

| | |
|-----------------------------------|-----|
| Ocker Hill Average Scaled Score: | 108 |
| National Average Scaled Score: | 105 |
| Ocker Hill @ Age Expected Level: | 87% |
| Ocker Hill @ Greater Depth Level: | 35% |
| National Age Expected Level: | 74% |
| National Greater Depth Level: | 26% |

| | |
|--|-----|
| OHA Reading, Writing and Maths Age Expected Level: | 77% |
| OHA Reading, Writing and Maths Greater Depth Level: | 23% |
| National Reading, Writing and Maths Age Expected Level: | 62% |
| National Reading, Writing and Maths Greater Depth Level: | 8% |

Academy formative assessments 2024 – 2025 for Year Groups 3 to 6 (taken over three terms)

| | |
|---------|--|
| Reading | 3.25 (Average terms progress – above expected) |
| Writing | 3.42 (Average terms progress – above expected) |
| Maths | 3.32 (Average terms progress – above expected) |
| GPS | 3.49 (Average terms progress – above expected) |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Strategic report (continued)

Achievements and performance (continued)

To ensure that standards are continually raised, the Academy:

- Implements a whole academy approach to self-evaluation;
- Follows well established and clear assessment policy and procedures, whilst continuing to develop formative assessment processes;
- Develops staff accountability for the progress of all children;
- Senior and middle leadership teams monitor progress of all children rigorously and regularly;
- Continually tracks individual progress of all children;
- Tracks progress of identified vulnerable groups;
- Consistently evaluates trends and is proactive in meeting needs;
- Plans thoroughly to meet all individual needs;
- Assessment informs planning at all times;
- Individual, group class and whole academy targets are set that are challenging and aspiration;
- Appropriate interventions, including Individual Education Plans, are set for children with Special Educational Needs, English as an Additional Language and More Able
- Works closely with other appropriate agencies; and
- Is committed to continued professional development of all staff through a well-established performance management process.

a. Key performance indicators

In April 2024, Ocker Hill Academy were judged to be a 'Good' school by Ofsted. While Curriculum and Leadership and Management were graded 'Good', Behaviour and Attitudes and Personal Development were graded as 'Outstanding'.

- Direct costs as a percentage of total costs were 76% (2024 - 73%)
- Support costs as a percentage of total costs were 24% (2024 - 27%)
- Total payroll costs as a percentage of recurring income were 78% (2024 - 78%)

b. Going concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

Financial review

The financial results of Ocker Hill Academy Trust are detailed in the following pages. It is considered that the finances are sound and well established. The principal financial management policies adopted are laid down by the Academy Trust Handbook published by the DfE and requirements as laid down by the Academy's Financial Handbook.

The principal funding source is grant income from the DfE. All expenditure of this grant income is planned to fulfil the objectives and strategies of the Academy Trust.

During the year ended 31 August 2025 total resources expended were £3,803,303 and the deficit of expenditure over income was £1,888,194 stated after depreciation of £21,348 and an impairment charge of £1,923,993.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Strategic report (continued)

a. Reserves policy

The Trustees continually monitor the reserves of the charitable company. This process encompasses the nature of income and expenditure streams and the need to match commitments with income and nature of reserves.

It is the Board of Trustees' general policy to continue to build reserves which can be used for future educational purposes.

Ocker Hill Academy Trust had total funds at 31 August 2025 of £224,901 which included £6,305 restricted funds not available for general purposes of the Academy Trust, £135,993 of free reserves defined as unrestricted funds available for general purposes and £82,603 which can only be realised by the disposal of tangible fixed assets.

The balance on restricted general funds (excluding pension reserve) plus the balance on unrestricted funds was a surplus of £142,298.

b. Investment policy

Surplus funds at the year end are not separately invested.

c. Principal risks and uncertainties

The Trustees have considered the major risks and uncertainties facing the charitable company which include changes in legislation and regulations and cash flow management and have put in place procedures to deal with these matters.

Attention has also been focused on non-financial risks arising from fire, health and safety which includes consideration of those risks impacting on Trustees' responsibilities to ensure the Trust's estate is safe, well maintained and complies with relevant regulations. These risks are managed by ensuring accreditation is up to date, having robust policies in place, and regular awareness training for staff working in these operational areas.

Fundraising

The Academy Trust does not use any external fundraisers. All fundraising undertaken during the period was monitored by the Trustees.

Plans for future periods

Ocker Hill Academy submitted an unsuccessful CIF bid in 2024/25 to replace the current boiler, radiator and pipework systems

OHA also remains in the School Rebuild Programme with potential works currently being assessed.

Trustees are committed to support and challenge the academy in order to maintain the extremely high levels of achievement the pupils currently attain.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

Funds held as custodian on behalf of others

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

Disclosure of information to auditors

Insofar as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 2 December 2025 and signed on its behalf by:



Mr A Hollyhead - Chair of Trustees

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

Scope of responsibility

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

As Trustees, we have reviewed and taken account of the guidance in DfE's Governance Guide.

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

Governance

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Board of Trustees has formally met 5 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 |
|--|-------------------|-------------------|
| Mr J Farmer, Principal / Accounting Officer | 5 | 5 |
| Mrs H Allan, Parent (resigned 19/8/25) | 3 | 5 |
| Mrs K Fazey, Co-opted | 3 | 5 |
| Mr M Goodwin, Staff | 5 | 5 |
| Mrs C Gordon, Co-opted (appointed 15/10/24) | 3 | 3 |
| Mr J Grundy, Co-opted (resigned 20/09/24) | 0 | 0 |
| Mrs D Heritage, Community (resigned 19/6/25) | 1 | 4 |
| Mr A Hollyhead, Community Chair | 3 | 5 |
| Mrs S Kaur, Parent | 5 | 5 |
| Mrs R Smith, Staff | 4 | 5 |

- The Board of Trustees reviews its membership annually and also when there are changes to the structure. Action is then taken to address any issues or vacancies.
- The Board of Trustees meet regularly and at least once per term to discuss matters relating to pupils, staff, site, finance, etc. Reports are presented both from internal sources and also by third party providers in order to give a broad perspective of daily life within the academy.
- The Trustees carry out individual skills audits and a Board of Trustees self-evaluation annually with the aim of ensuring that the Board contains all the required skills to support and challenge activities carried out within the academy.
- The Board of Trustees also ensures that the academy undertakes regular internal scrutiny on a range of areas to ensure good practice.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

| Committees | meetings attended | Out of a possible |
|---|-------------------|-------------------|
| Mr J Farmer - Principal/Accounting Officer | 14 | 14 |
| Mr M Goodwin – Staff | 4 | 6 |
| Mrs D Heritage, 12 December 2024 – 19 June 2025 | 5 | 6 |
| Mrs R Smith – Staff | 6 | 6 |
| Mr A Hollyhead, Chair from March 2023 | 13 | 13 |
| Mrs K Fazey | 3 | 4 |
| Mr J Grundy | 0 | 0 |
| Mrs C Gordon | 3 | 6 |
| Mrs H Allan – 25 May 2022 – 19 August 2025 | 6 | 6 |
| Mrs S Kaur – Parent appointed 25/05/2022 | 7 | 7 |

Conflicts of interest

All conflicts of interest are declared and recorded on a register. Leadership and Trustees are aware and Trustees are required to leave the meeting when items affecting their conflict of interest are discussed/reviewed.

Meetings

The Trustees consider that the Board and its committees have met regularly enough to discharge their responsibilities and ensure robust governance and effective management arrangements.

Governance review

A review of governance was undertaken during the year which found that one Trustee's attendance was less than the expectation of the Academy Trust

Subsequent to this the following actions were taken:

- The Trustee was contacted to establish their ability to commit to the role.
- Following their resignation due to inability to commit the time needed, a new Co-opted Trustee was appointed.

The Trust intends to conduct its next self-evaluation/external review in September 2025.

The Staffing & Finance Committee is a sub-committee of the main Board of Trustees. Its purpose is to assist the decision making of the Board of Trustees, by enabling more detailed consideration to be given to the best means of fulfilling the Board of Trustees responsibility to ensure sound management of the academy's finances and resources, including proper planning, monitoring and probity.

Particular issues dealt with by the Staffing & Finance Committee during the year were addressing a change to the staffing structure at Ocker Hill Academy, reviewing contracts to ensure Vale for Money and developing site security by the introduction of a card access system to the gates on site.

Attendance during the year at meetings was as follows:

| Trustee | Meetings attended | Out of a possible |
|------------------------|-------------------|-------------------|
| Mr A Hollyhead – Chair | 3 | 3 |
| Mr J Farmer | 3 | 3 |
| Mrs S Kaur | 3 | 3 |
| Mrs D Heritage | 2 | 3 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Governance (continued)

The Audit committee is a sub-committee of the main Board of Trustees. Its purpose is to assist the decision making of the Board of Trustees, by enabling more detailed consideration to be given to the best means of fulfilling the Board of Trustees responsibility to ensure sound management of the academy's finances and resources, including proper planning, monitoring and probity.

Attendance during the year at meetings was as follows:

| Trustee | Meetings attended | Out of a possible |
|------------------------|-------------------|-------------------|
| Mr A Hollyhead | 3 | 3 |
| Mrs S Kaur – Chair | 3 | 3 |
| Mrs D Heritage | 3 | 3 |
| Mr J Farmer – advisory | 3 | 3 |

Review of value for money

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

The accounting officer considers how the Academy'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 has delivered improved value for money during the year by:

- Improving site security through the purchase and installation of a new access entry system for the gates to the academy site.
- Implementing a new budgeting system (Access) to make financial benchmarking exercises more streamlined.
- Reviewed a range of contracts to provide increased value for money for the academy. Replacing the Governance Professional Services being a prime example of achieving this goal.

The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can, therefore, only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of Academy 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 Ocker Hill Academy Trust for the year 1 September 2024 to 31 August 2025 and up to the date of approval of the annual report and financial statements.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Capacity to handle risk

The Board of Trustees has reviewed the key risks to which the Academy is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Academy's significant risks that has been in place for the year 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's system of internal control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

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

The Board of Trustees has decided to buy-in an internal audit service from Academy Advisory

This option has been chosen because it provides an internal audit service to educational establishments does not currently provide external audit services to Ocker Hill Academy.

The Internal Auditor'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:

- testing of payroll systems
- testing of purchase systems
- testing of control accounts/bank reconciliations

On a termly basis, the Internal Auditor reports to the Board of Trustees, through the Audit Committee on the operation of the systems of control and on the discharge of the Board of Trustees' financial responsibilities and annually prepares a summary report to the committee outlining the areas reviewed, key findings, recommendations and conclusions to help the committee consider actions and assess year on year progress. The planned schedule of work for 2024-25 has been completed and recommendations from the reports have been actioned.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (CONTINUED)

Review of effectiveness

As accounting officer, the Mr J Farmer (the Principal) 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 reviewer;
- the financial management and governance self-assessment process;
- the school resource management self-assessment tool;
- the work of the executive managers within the Academy who have responsibility for the development and maintenance of the internal control framework.
- the work of the external auditors;

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

Conclusion

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

Approved by order of the members of the Board of Trustees on 2 December 2025 and signed on their behalf by:



Mr A Hollyhead
Chair of Trustees



Mr J Farmer
Accounting Officer

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE

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

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

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



Mr J Farmer
Accounting Officer
Date: 2 December 2025

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 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 on 2 December 2025 and signed on its behalf by:



Mr A Hollyhead
Chair of Trustees

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
OCKER HILL ACADEMY TRUST**

Opinion

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

Conclusions relating to going concern

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

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

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

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
OCKER HILL ACADEMY TRUST (CONTINUED)**

Other information

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the 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.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
OCKER HILL ACADEMY TRUST (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

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

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

- We reviewed the academy's control and risk management procedures and planned our work based on our assessment of those controls and procedures;
- This review included an assessment of the risk of material misstatement due to errors, fraud and management override of controls for all material areas in the financial statements;
- We made enquiries of management and the academy's lawyers regarding any actual or potential litigation and/or claims;
- Financial statements disclosures were reviewed and checked for compliance with applicable laws;
- Detailed testing was conducted on balances and transactions including unusual items and those of individual significance to the financial statements;
- Data analytics were used in order to identify unusual or significant trends;
- Communications with management and those charged with governance regarding relevant matters was undertaken throughout the audit and on completion.

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.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and,

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF
OCKER HILL ACADEMY TRUST (CONTINUED)

conclude that a material uncertainty exists, we are required to draw attention in our Auditors' Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' Report. However, future events or conditions may cause the Academy to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Academy's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Academy's members those matters we are required to state to them in an 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 Academy and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Feltons

David W Farnsworth FCA (Senior Statutory Auditor)
for and on behalf of

Feltons
8 Sovereign Court
8 Graham Street
Birmingham
B1 3JR

8 December 2025

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO OCKER HILL ACADEMY TRUST AND THE SECRETARY OF STATE FOR EDUCATION

In accordance with the terms of our engagement letter dated 27 June 2022 and further to the requirements of the Department for Education (DfE) as included in the extant Framework and Guide for External Auditors and Reporting Accountants of Academy Trusts 2024 to 2025, 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 Ocker Hill Academy Trust during the year 1 September 2024 to 31 August 2025 have not been applied to the purposes identified by Parliament and that the financial transactions do not conform to the authorities which govern them.

This report is made solely to Ocker Hill Academy Trust 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 Ocker Hill Academy Trust 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 Ocker Hill Academy Trust and the Secretary of State for Education, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Ocker Hill Academy Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Ocker Hill Academy Trust's funding agreement with the Secretary of State for Education dated 29 August 2013 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 2024 to 2025. 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 to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO OCKER HILL ACADEMY TRUST AND THE SECRETARY OF STATE 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:

- Consideration of the applicable legislation and the academy trust's funding agreement
- Review and evaluation of the academy trust's system of internal controls
- Examination and assessment of the Accounting Officer's statement on Regularity, Propriety and Compliance
- Examination, on a test basis, of third party evidence supporting income and expenditure
- Review of exceptional and unusual items

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 to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Feltons

David W Farnsworth FCA (Reporting Accountant)
Feltons

8 Sovereign Court
8 Graham Street
Birmingham
B1 3JR

Date: 8 December 2025

OCKER HILL ACADEMY TRUST
(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 | - | - | 6,846 | 6,846 | 47,134 |
| Investments | 5 | 30 | - | - | 30 | 25 |
| Charitable activities | | 51,133 | 1,857,100 | - | 1,908,233 | 1,829,242 |
| Total income | | 51,163 | 1,857,100 | 6,846 | 1,915,109 | 1,876,401 |
| Expenditure on: | | | | | | |
| Charitable activities | 7 | 51,133 | 1,806,829 | 21,348 | 1,879,310 | 1,917,791 |
| Exceptional item | 13 | - | - | 1,923,993 | 1,923,993 | - |
| Total expenditure | | 51,133 | 1,806,829 | 1,945,341 | 3,803,303 | 1,917,791 |
| Net income/(expenditure) | | 30 | 50,271 | (1,938,495) | (1,888,194) | (41,390) |
| Transfers between funds | 18 | - | 955 | (955) | - | - |
| Net movement in funds before other recognised gains/(losses) | | 30 | 51,226 | (1,939,450) | (1,888,194) | (41,390) |
| Other recognised gains/(losses): | | | | | | |
| Actuarial gains on defined benefit pension schemes | 24 | - | 262,000 | - | 262,000 | 37,000 |
| Asset ceiling adjustment | 24 | - | (111,000) | - | (111,000) | - |
| Net movement in funds | | 30 | 202,226 | (1,939,450) | (1,737,194) | (4,390) |
| Reconciliation of funds: | | | | | | |
| Total funds brought forward | 18 | 135,963 | (195,921) | 2,022,053 | 1,962,095 | 1,966,485 |
| Net movement in funds | 18 | 30 | 202,226 | (1,939,450) | (1,737,194) | (4,390) |
| Total funds carried forward | | 135,993 | 6,305 | 82,603 | 224,901 | 1,962,095 |

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

All of the Academy's activities derive from continuing operations during the above two financial periods.

The notes on pages 34 to 56 form part of these financial statements.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08593820

BALANCE SHEET
AS AT 31 AUGUST 2025

| | Note | 2025 £ | 2025 £ | 2024 £ | 2024 £ |
|---|------|-----------------|---------------|-----------------|-----------------|
| Fixed assets | | | | | |
| Tangible assets | 14 | | 82,603 | | 2,022,053 |
| | | | <hr/> 82,603 | | <hr/> 2,022,053 |
| Current assets | | | | | |
| Debtors | 15 | 86,780 | | 79,044 | |
| Cash at bank and in hand | | 167,522 | | 225,518 | |
| | | <hr/> 254,302 | | <hr/> 304,562 | |
| Current liabilities | | | | | |
| Creditors: amounts falling due within one year | 16 | (112,004) | | (152,520) | |
| | | <hr/> (112,004) | | <hr/> (152,520) | |
| Net current assets | | | 142,298 | | 152,042 |
| | | | <hr/> 142,298 | | <hr/> 152,042 |
| Total assets less current liabilities | | | 224,901 | | 2,174,095 |
| Net assets excluding pension asset / liability | | | 224,901 | | 2,174,095 |
| Defined benefit pension scheme asset / liability | 24 | | - | | (212,000) |
| | | | <hr/> - | | <hr/> (212,000) |
| Total net assets | | | 224,901 | | 1,962,095 |
| | | | <hr/> 224,901 | | <hr/> 1,962,095 |
| Funds of the Academy | | | | | |
| Restricted funds: | | | | | |
| Fixed asset funds | 18 | 82,603 | | 2,022,053 | |
| Restricted income funds | 18 | 6,305 | | 16,079 | |
| | | <hr/> 82,603 | | <hr/> 16,079 | |
| Restricted funds excluding pension asset | 18 | 88,908 | | 2,038,132 | |
| Pension reserve | 18 | - | | (212,000) | |
| | | <hr/> - | | <hr/> (212,000) | |
| Total restricted funds | 18 | | 88,908 | | 1,826,132 |
| Unrestricted income funds | 18 | | 135,993 | | 135,963 |
| | | | <hr/> 135,993 | | <hr/> 135,963 |
| Total funds | | | 224,901 | | 1,962,095 |
| | | | <hr/> 224,901 | | <hr/> 1,962,095 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08593820

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2025

The financial statements on pages 30 to 56 were approved by the Trustees, and authorised for issue on 02 December 2025 and are signed on their behalf, by:



Mr A Hollyhead - Chair of Trustees

OCKER HILL ACADEMY TRUST
(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)/provided by operating activities | 20 | (58,981) | 6,418 |
| Cash flows from investing activities | 21 | 985 | (27,948) |
| Change in cash and cash equivalents in the year | | (57,996) | (21,530) |
| Cash and cash equivalents at the beginning of the year | | 225,518 | 247,048 |
| Cash and cash equivalents at the end of the year | 22, 23 | 167,522 | 225,518 |

OCKER HILL ACADEMY TRUST
(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, 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 (Charities SORP (FRS 102)), the Academies Accounts Direction 2024 to 2025 issued by DfE, the Charities Act 2011 and the Companies Act 2006.

1.2 Going concern

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

1.3 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.

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

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

• Donations

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.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.3 Income (continued)

• 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.

• Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in 'Stocks' and 'Income from Other Trading Activities'. Upon sale, the value of the stock is charged against 'Income from Other Trading Activities' and the proceeds are recognised as 'Income from Other Trading Activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from Other Trading Activities'.

• Donated fixed assets (excluding transfers on conversion or into the Academy)

Where the donated good is a fixed asset it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as 'Income from Donations and Capital Grants' and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Academy's accounting policies.

1.4 Expenditure

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

1.5 Interest receivable

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

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

1.6 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.

1.7 Tangible fixed assets

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

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

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 over its expected useful life, as follows:

| | |
|--------------------------------------|--------------------------------|
| Freehold property | - straight line over 100 years |
| Windows, doors and exterior fixtures | - 4% reducing balance |
| Furniture and equipment | - straight line over 5 years |
| Computer equipment | - straight line over 4 years |

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

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.

1.8 Debtors

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

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

1. Accounting policies (continued)

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.

1.10 Liabilities

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

1.11 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 15. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 16. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.12 Operating leases

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

OCKER HILL ACADEMY TRUST
(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 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 based on 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.

1.14 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.

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

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

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

3. Income from donations and capital grants

| | Restricted fixed asset funds 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|----------------|---|-----------------------------|-----------------------------|
| Capital grants | 6,846 | 6,846 | 47,134 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

4. Funding for the Academy's charitable activities

| | Unrestricted funds 2025 £ | Restricted funds 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|---|------------------------------------|----------------------------------|-----------------------------|-----------------------------|
| Educational operations | | | | |
| DfE grants | | | | |
| General annual grant | - | 1,354,502 | 1,354,502 | 1,277,883 |
| Other DfE grants | | | | |
| Pupil premium | - | 124,326 | 124,326 | 122,277 |
| Core school budget grant | - | 47,269 | 47,269 | - |
| Teachers pay grant | - | 22,364 | 22,364 | 22,346 |
| Teachers pension grant | - | 27,134 | 27,134 | 11,306 |
| Mainstream additional grants | - | - | - | 43,260 |
| PE and sports grant | - | 18,530 | 18,530 | 18,540 |
| Other DfE Group grants | - | 15,130 | 15,130 | 21,623 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| | - | 1,609,255 | 1,609,255 | 1,517,235 |
| Other Government grants | | | | |
| Local authority grants | - | 245,019 | 245,019 | 251,835 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| | - | 245,019 | 245,019 | 251,835 |
| Other income from the Academy's educational operations | 51,133 | 2,826 | 53,959 | 60,172 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| | 51,133 | 1,857,100 | 1,908,233 | 1,829,242 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| | 51,133 | 1,857,100 | 1,908,233 | 1,829,242 |
| | <hr/> | <hr/> | <hr/> | <hr/> |
| Total 2024 | <hr/> | <hr/> | <hr/> | <hr/> |
| | 60,172 | 1,769,070 | 1,829,242 | |

5. Investment income

| | Unrestricted funds 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|---------------------|------------------------------------|-----------------------------|-----------------------------|
| Short term deposits | 30 | 30 | 25 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

6. Expenditure

| | Staff Costs 2025 £ | Premises 2025 £ | Other 2025 £ | Total 2025 £ | Total 2024 £ |
|--------------------------------|---|--|---|---|---|
| Educational operations: | | | | | |
| Direct costs | 1,330,935 | 15,304 | 82,468 | 1,428,707 | 1,397,563 |
| Allocated support costs | 163,274 | 107,275 | 180,054 | 450,603 | 520,228 |
| Exceptional items: | | | | | |
| Allocated support costs | - | 1,923,993 | - | 1,923,993 | - |
| | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> |
| | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> |
| <i>Total 2024</i> | <i>1,463,762</i> | <i>127,350</i> | <i>326,679</i> | <i>1,917,791</i> | |
| | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | |

7. Analysis of expenditure on charitable activities

Summary by fund type

| | Unrestricted funds 2025 £ | Restricted funds 2025 £ | Total 2025 £ | Total 2024 £ |
|-------------------------------|--|--|---|---|
| Educational operations | | | | |
| | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> |
| | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> |
| <i>Total 2024</i> | <i>51,133</i> | <i>1,828,177</i> | <i>1,879,310</i> | <i>1,917,791</i> |
| | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> | <hr/> <hr/> <hr/> |

OCKER HILL ACADEMY TRUST
(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 £ |
|------------------------|---|-------------------------------|-----------------------------|-----------------------------|
| Educational operations | 1,428,707 | 450,603 | 1,879,310 | 1,917,791 |
| <i>Total 2024</i> | <i>1,397,563</i> | <i>520,228</i> | <i>1,917,791</i> | |

Analysis of support costs

| | Educational operations 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|---------------------|--|-----------------------------|-----------------------------|
| Staff costs | 163,274 | 163,274 | 185,438 |
| Depreciation | 28,255 | 28,255 | 40,065 |
| Technology costs | 18,609 | 18,609 | 65,691 |
| Premises costs | 107,275 | 107,275 | 93,064 |
| Other support costs | 108,436 | 108,436 | 126,820 |
| Governance costs | 24,754 | 24,754 | 9,150 |
| | <hr/> | <hr/> | <hr/> |
| | 450,603 | 450,603 | 520,228 |
| | <hr/> | <hr/> | <hr/> |

9. Net income/(expenditure)

Net income/(expenditure) for the year includes:

| | 2025 £ | 2024 £ |
|---------------------------------------|-----------|-----------|
| Operating lease rentals | 27,679 | 26,718 |
| Depreciation of tangible fixed assets | 21,348 | 61,004 |
| Impairment losses | 1,923,993 | - |
| Fees paid to auditors for: | | |
| - audit | 6,925 | 6,200 |
| - other services | 1,225 | 295 |
| | <hr/> | <hr/> |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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 | 1,151,936 | 1,087,548 |
| Social security costs | 127,048 | 100,276 |
| Pension costs | 201,413 | 238,913 |
| | <hr/> | <hr/> |
| Agency staff costs | 13,812 | 37,025 |
| | <hr/> | <hr/> |
| | 1,494,209 | 1,463,762 |
| | <hr/> | <hr/> |

b. Staff numbers

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

| | 2025 | 2024 |
|----------------------------|-----------|-----------|
| | No. | No. |
| Teachers | 10 | 10 |
| Administration and support | 23 | 23 |
| Management | 4 | 4 |
| | <hr/> | <hr/> |
| | 37 | 37 |
| | <hr/> | <hr/> |

c. 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 |
| In the band £70,001 - £80,000 | 2 | - |
| In the band £80,001 - £90,000 | 1 | 1 |
| | <hr/> | <hr/> |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

10. Staff (continued)

d. 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 key management personnel benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy was £387,890 (2024 - £357,703).

11. Trustees' remuneration and expenses

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

| | | 2025 | 2024 |
|------------------------|----------------------------|---------|---------|
| | | £'000 | £ |
| Mr J Farmer, Principal | Remuneration | 85 - 90 | 80 - 85 |
| | Pension contributions paid | 25 - 30 | 20 - 25 |
| Mr M Goodwin, Staff | Remuneration | 70 - 75 | 65 - 70 |
| | Pension contributions paid | 20 - 25 | 15 - 20 |
| Mrs R Smith, Staff | Remuneration | 35 - 40 | 30 - 35 |
| | Pension contributions paid | - | - |

During the year ended 31 August 2025, expenses were reimbursed or paid directly to Trustee (2024 - to Trustee) broken down as follows:

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 £5,000,000 on any one claim. The cost of this insurance is included in the total insurance cost.

13. Exceptional items

| | 2025 | 2024 |
|-------------------|-----------|------|
| | £ | £ |
| Impairment charge | 1,923,993 | - |

Ocker Hill has been included within the school rebuilding programme and the project has now commenced the initial stages with surveys starting to be undertaken. In-line with this, the useful life of the building has been reduced to nil.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

14. Tangible fixed assets

| | Freehold buildings £ | Furniture and equipment £ | Computer equipment £ | Total £ |
|---------------------------|----------------------------|------------------------------------|----------------------------|------------------|
| Cost or valuation | | | | |
| At 1 September 2024 | 2,234,803 | 48,006 | 115,116 | 2,397,925 |
| Additions | - | - | 5,891 | 5,891 |
| Transfers between classes | (31,183) | 31,183 | - | - |
| At 31 August 2025 | <u>2,203,620</u> | <u>79,189</u> | <u>121,007</u> | <u>2,403,816</u> |
| Depreciation | | | | |
| At 1 September 2024 | 279,627 | 21,309 | 74,936 | 375,872 |
| Charge for the year | - | 6,201 | 15,147 | 21,348 |
| Impairment charge | 1,923,993 | - | - | 1,923,993 |
| At 31 August 2025 | <u>2,203,620</u> | <u>27,510</u> | <u>90,083</u> | <u>2,321,213</u> |
| Net book value | | | | |
| At 31 August 2025 | - | 51,679 | 30,924 | 82,603 |
| At 31 August 2024 | <u>1,955,176</u> | <u>26,697</u> | <u>40,180</u> | <u>2,022,053</u> |

15. Debtors

| | 2025 £ | 2024 £ |
|--------------------------------|---------------|---------------|
| Due within one year | | |
| VAT recoverable | 25,935 | 17,338 |
| Prepayments and accrued income | 60,845 | 61,706 |
| | <u>86,780</u> | <u>79,044</u> |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

16. Creditors: Amounts falling due within one year

| | 2025 £ | 2024 £ |
|------------------------------------|---------------|---------------|
| Trade creditors | 11,559 | 1,200 |
| Other taxation and social security | - | 23,528 |
| Other creditors | 91,892 | 91,892 |
| Accruals | 8,553 | 35,900 |
| | <hr/> 112,004 | <hr/> 152,520 |

17. Financial instruments

| | 2025 £ | 2024 £ |
|--|---------------|---------------|
| Financial assets | | |
| Financial assets measured at fair value through income and expenditure | <hr/> 167,522 | <hr/> 225,518 |

Financial assets measured at fair value through income and expenditure comprise cash at bank and in hand.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

18. Statement of funds

| | Balance at 1 September 2024 £ | Income £ | Expenditure £ | Transfers in/out £ | Gains/ (Losses) £ | Balance at 31 August 2025 £ |
|-------------------------------------|--|------------------|--------------------|--------------------------|-------------------------|--------------------------------------|
| Unrestricted funds | | | | | | |
| Other income | 135,963 | 51,163 | (51,133) | - | - | 135,993 |
| Restricted general funds | | | | | | |
| General Annual Grant | 16,079 | 1,357,328 | (1,368,057) | 955 | - | 6,305 |
| Pupil premium | - | 124,326 | (124,326) | - | - | - |
| Other grants | - | 375,446 | (375,446) | - | - | - |
| Pension reserve | (212,000) | - | 61,000 | - | 151,000 | - |
| | <u>(195,921)</u> | <u>1,857,100</u> | <u>(1,806,829)</u> | <u>955</u> | <u>151,000</u> | <u>6,305</u> |
| Restricted fixed asset funds | | | | | | |
| Transfer on conversion | 1,155,847 | - | (1,919,872) | - | - | (764,025) |
| DfE Group capital grants | 75,254 | 6,846 | (307) | - | - | 81,793 |
| Capital spend from GAG | 736,749 | - | (23,880) | (955) | - | 711,914 |
| Capital spend from unrestricted | 14,133 | - | (300) | - | - | 13,833 |
| Connect the classroom | 37,189 | - | (700) | - | - | 36,489 |
| Donations | 2,881 | - | (282) | - | - | 2,599 |
| | <u>2,022,053</u> | <u>6,846</u> | <u>(1,945,341)</u> | <u>(955)</u> | <u>-</u> | <u>82,603</u> |
| Total Restricted funds | 1,826,132 | 1,863,946 | (3,752,170) | - | 151,000 | 88,908 |
| Total funds | 1,962,095 | 1,915,109 | (3,803,303) | - | 151,000 | 224,901 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

18. Statement of funds (continued)

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

Restricted general funds

These comprise all restricted funds other than restricted fixed asset funds and include grants from The Education and Skills Funding Agency and Sandwell Council.

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 the year end.

Unrestricted funds

These comprise resources that may be used towards meeting any of the charitable objects of the academy trust at the discretion of the trustees.

Restricted fixed assets funds

These comprise resources which are to be applied to specific capital purposes imposed by The Education and Skills Funding Agency and Sandwell Council where the asset acquired or created is held for a specific purpose.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

18. 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 | | | | | | |
| Other income | 115,586 | 60,197 | (39,820) | - | - | 135,963 |
| Restricted general funds | | | | | | |
| General Annual Grant | 117,949 | 1,277,883 | (1,351,780) | (27,973) | - | 16,079 |
| Pupil premium | - | 122,277 | (122,277) | - | - | - |
| Other grants | - | 368,910 | (368,910) | - | - | - |
| Pension reserve | (275,000) | - | 26,000 | - | 37,000 | (212,000) |
| | (157,051) | 1,769,070 | (1,816,967) | (27,973) | 37,000 | (195,921) |
| Restricted fixed asset funds | | | | | | |
| Transfer on conversion | 1,165,383 | - | (9,536) | - | - | 1,155,847 |
| DfE Group capital grants | 68,435 | 6,858 | (39) | - | - | 75,254 |
| Capital spend from GAG | 756,424 | - | (47,648) | 27,973 | - | 736,749 |
| Capital spend from unrestricted | 14,827 | - | (694) | - | - | 14,133 |
| Connect the classroom | - | 40,276 | (3,087) | - | - | 37,189 |
| Donations | 2,881 | - | - | - | - | 2,881 |
| | 2,007,950 | 47,134 | (61,004) | 27,973 | - | 2,022,053 |
| Total Restricted funds | 1,850,899 | 1,816,204 | (1,877,971) | - | 37,000 | 1,826,132 |
| Total funds | 1,966,485 | 1,876,401 | (1,917,791) | - | 37,000 | 1,962,095 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

| | Unrestricted funds 2025 £ | Restricted funds 2025 £ | Restricted fixed asset funds 2025 £ | Total funds 2025 £ |
|-------------------------------|------------------------------------|----------------------------------|---|-----------------------------|
| Tangible fixed assets | - | - | 82,603 | 82,603 |
| Current assets | 135,993 | 118,309 | - | 254,302 |
| Creditors due within one year | - | (112,004) | - | (112,004) |
| Total | 135,993 | 6,305 | 82,603 | 224,901 |

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

| | 2025 £ | 2024 £ |
|---|-----------------|--------------|
| Net expenditure for the year (as per Statement of Financial Activities) | (1,888,194) | (41,390) |
| Adjustments for: | | |
| Impairment | 1,923,993 | - |
| Depreciation | 21,348 | 61,004 |
| Capital grants from DfE and other capital income | (6,846) | (47,134) |
| Interest receivable | (30) | (25) |
| Defined benefit pension scheme cost less contributions payable | (52,000) | (39,000) |
| Defined benefit pension scheme finance cost | (9,000) | 13,000 |
| (Increase)/decrease in debtors | (7,736) | 11,651 |
| (Decrease)/increase in creditors | (40,516) | 48,312 |
| Net cash (used in)/provided by operating activities | (58,981) | 6,418 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

21. Cash flows from investing activities

| | 2025 | 2024 |
|--|------------|-----------------|
| | £ | £ |
| Interest received | 30 | 25 |
| Purchase of tangible fixed assets | (5,891) | (75,107) |
| Capital grants from DfE Group | 6,846 | 47,134 |
| Net cash provided by/(used in) investing activities | 985 | (27,948) |

22. Analysis of cash and cash equivalents

| | 2025 | 2024 |
|--|----------------|----------------|
| | £ | £ |
| Cash in hand and at bank | 167,522 | 225,518 |
| Total cash and cash equivalents | 167,522 | 225,518 |

23. Analysis of changes in net debt

| | At 1 September 2024 | At 31 August 2025 |
|--------------------------|---------------------------|----------------------|
| | £ | £ |
| Cash at bank and in hand | 225,518 | (57,996) |
| | 225,518 | 167,522 |

24. 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 West Midlands Pension Fund. Both are multi-employer defined benefit schemes.

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

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

24. Pension commitments (continued)

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.

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 £172,961 (2024 - £148,535).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Academy is unable to identify its share of the underlying assets and liabilities of the plan. Accordingly, the Academy 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.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

24. Pension commitments (continued)

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 £154,000 (2024 - £147,000), of which employer's contributions totalled £127,000 (2024 - £121,000) and employees' contributions totalled £27,000 (2024 - £26,000). The agreed contribution rates for future years are 27.5 per cent for employers and between 5.5 and 6.5 per cent for employees.

As described in note 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 and on 21 July 2022, the Department for Education reaffirmed its commitment to the guarantee, with a parliamentary minute published on [GOV.UK](#).

The trustees have agreed that the trust will make additional contributions in addition to normal funding levels over the next 26 years.

Principal actuarial assumptions

| | 2025 | 2024 |
|--|------|-------|
| | % | % |
| Rate of increase in salaries | 3.70 | 3.65 |
| Rate of increase for pensions in payment/inflation | 2.70 | 2.65 |
| Discount rate for scheme liabilities | 6.05 | 5.00 |
| Inflation assumption (CPI) | 2.70 | 2.65 |
| Commutation of pensions to lump sums | 50 | 50.00 |

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 |
| <i>Retiring today</i> | | |
| Males | 19.4 | 19.2 |
| Females | 22.6 | 22.5 |
| <i>Retiring in 20 years</i> | | |
| Males | 19.3 | 19.1 |
| Females | 24.1 | 24.1 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

24. Pension commitments (continued)

Sensitivity analysis

| | 2025 £000 | 2024 £000 |
|--|--------------|--------------|
| Discount rate +0.1% | (25) | (29) |
| Discount rate -0.1% | 25 | 29 |
| Mortality assumption - 1 year increase | 46 | 51 |
| Mortality assumption - 1 year decrease | (46) | (51) |
| CPI rate +0.1% | 25 | 29 |
| CPI rate -0.1% | (25) | (29) |

Share of scheme assets

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

| | At 31 August 2025 £ | At 31 August 2024 £ |
|-------------------------------------|---------------------------|---------------------------|
| Equities | 643,000 | 553,000 |
| Bonds | 478,000 | 372,000 |
| Property | 76,000 | 64,000 |
| Cash and other liquid assets | 63,000 | 74,000 |
| Total market value of assets | 1,260,000 | 1,063,000 |

The actual return on scheme assets was 5% (2024: 8.6%).

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

| | 2025 £ | 2024 £ |
|---|---------------|---------------|
| Current service cost | 75,000 | 82,000 |
| Interest income | (57,000) | (48,000) |
| Interest cost | 66,000 | 61,000 |
| Total amount recognised in the Statement of Financial Activities | 84,000 | 95,000 |

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

24. Pension commitments (continued)

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

| | 2025 £ | 2024 £ |
|--|------------------|------------------|
| At 1 September | 1,275,000 | 1,127,000 |
| Current service cost | 75,000 | 82,000 |
| Interest cost | 66,000 | 61,000 |
| Employee contributions | 27,000 | 26,000 |
| Actuarial gains / (losses) - financial assumptions | (273,000) | (44,000) |
| Actuarial gains / (losses) - demographic assumptions | 5,000 | (3,000) |
| Actuarial gains / (losses) - experience gains / losses | (12,000) | 41,000 |
| Benefits paid | (14,000) | (15,000) |
| Asset ceiling adjustment | 111,000 | - |
| At 31 August | 1,260,000 | 1,275,000 |

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

| | 2025 £ | 2024 £ |
|--------------------------------|------------------|------------------|
| At 1 September | 1,063,000 | 852,000 |
| Interest income | 57,000 | 48,000 |
| Return on assets less interest | - | 31,000 |
| Employer contributions | 127,000 | 121,000 |
| Employee contributions | 27,000 | 26,000 |
| Benefits paid | (14,000) | (15,000) |
| At 31 August | 1,260,000 | 1,063,000 |

The fair value of the pension plan asset at 31 August 2025 is in excess of the present value of defined benefit obligations at that date, giving rise to a net surplus of £111,000 (2024: £nil). This surplus is recognised in the financial statements only to the extent that the academy trust can recover this surplus, either through a reduction in future contributions or through a refund to the academy trust.

The academy trust is not able to determine that future contributions will be reduced and it is not possible for the academy trust to receive a refund from the scheme, as the specific conditions for this have not been met. Therefore an asset ceiling is in place such that the surplus of £111,000 (2024: £nil) is not recognised as an asset at 31 August 2025 and the net asset/liability recognised in the financial statement is capped at £nil.

OCKER HILL ACADEMY TRUST
(A Company Limited by Guarantee)

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

25. 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 £ |
|-----------------------------|-----------|-----------|
| Amounts due within one year | 27,300 | 22,679 |

26. 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.

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.

| | 2025 £ | 2024 £ |
|---|-----------|-----------|
| Hadley Travel | | |
| Charitable company in which Mr H Hadley (a trustee) has a majority interest | | |
| Services recharged by related company during the period | 12,495 | 13,485 |

- The academy trust made the purchase at arm's length following a competitive tendering exercise in accordance with its financial regulations, which Mr Hadley neither participated in nor influenced.
- In entering into the transaction, the academy trust has complied with the requirements of the Academy Trust Handbook.
- The element above £2,500 has been provided at no more than cost and Mr Hadley provided a statement of assurance confirming this.