REGISTERED COMPANY NUMBER: 07547039 (England and Wales)

Trustees' Report and

Financial Statements For The Year Ended 31 August 2024

for

Castleford Academy Trust

Kingswood Allotts Limited, Statutory Auditor
Chartered Accountants
Sidings Court
Lakeside
Doncaster
South Yorkshire
DN4 5NU

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For The Year Ended 31 August 2024

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Castleford Academy Trust

Reference and Administrative Details
For The Year Ended 31 August 2024

MEMBERS:	K Stainburn G Hetherington A Pool A N Fletcher J Hughes (Chair)	
TRUSTEES	A N Fletcher (Chair) J Hughes M Hunter J Iveson J McNichol (resigned 29.9.2023) J Morrison G P Panayiotou J Barton J Hughes G L Doyle	
COMPANY SECRETARY	S L Stevens	
EXECUTIVE LEADERSHIP TEAM:	Chief Executive Officer & Accounting Officer	G P Panayiotou
	Chief Finance & Operations Officer	S L Stevens
	Director of Primary Education	R Lewis
	Director of Secondary Education	D Cook
	Director of Finance	A Smith
	Director of Data, MIS and Timetabling	R Bramhill
	Trust Governance Professional	I Parkinson
HEADTEACHERS:	Castleford Academy	W Bush
	Crofton Academy	P Walker
	Castleford Park Junior Academy	K Law
	Three Lane Ends Academy	D Roberts
	Glasshoughton Infant Academy	A Walker
REGISTERED OFFICE	Castleford Academy Ferrybridge Road CASTLEFORD WF10 4JQ	
REGISTERED COMPANY NUMBER	07547039 (England and Wales)	
AUDITORS	Kingswood Allotts Limited, Statutory Auditor Chartered Accountants Sidings Court Lakeside Doncaster South Yorkshire DN4 5NU	
SOLICITORS	Wrigleys Solicitors 19 Cookridge Street Leeds LS2 3AG	

BANKERS	Lloyds Bank plc 17 Westgate Wakefield WF1 1JZ Handelsbanken 6 Flemming Court Castleford WF10 5HW

Castleford Academy Trust

Trustees' Report
For The Year Ended 31 August 2024

The trustees of Castleford Academy Trust present their annual report together with the financial statements and auditor's report of the charitable company for the year from 1 September 2023 to 31 August 2024. The annual report serves the purpose of both a trustees' report and a directors' report and strategic report under company law.

Castleford Academy Trust is currently responsible for: Castleford Academy, Crofton Academy, Castleford Park Junior Academy, Glasshoughton Infant Academy and Three Lane Ends Academy which all serve catchment areas within Wakefield, West Yorkshire.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Castleford 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 Castleford Academy Trust are also the directors of the charitable company for the purposes of company law. The charitable company is known as Castleford Academy Trust. Details of the Trustees who served throughout the year, and to the date these accounts are approved are included in the Reference and Administrative details on page 1.

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 contacted before they ceased to be a Member.

Trustees' Indemnities

A Trustee may benefit from any indemnity insurance purchased at the academy trust's expense to cover the liability of Trustees which by virtue of any law would otherwise attach to them in respect of any negligence, default or breach of trust or breach of duty of which they may be guilty in relation to the academy trust. The cost of this insurance is included in the total insurance cost and provides unlimited cover through the DfE's Risk Protection arrangement (RPA).

Governors' liability (which includes trustees of an Academy Trust) is provided within the Risk Protection Arrangement (RPA) from the Department for Education up to a limit of £10,000,000 in any one membership year.

Recruitment and appointment of new trustees

The members of Castleford Academy Trust are responsible for the appointment of the trustees (who are also directors). The members of Castleford Academy Trust are:

- Adam Fletcher
- John Hughes
- Angela Pool
- Gary Hetherington
- Kathryn Stainburn

The articles of association state that the number of Trustees shall not be less than three or more than ten. The members may appoint trustees through such process as they may determine. The articles allow the members the decision on whether to appoint the trust's senior executive as a Trustee, however, no other employee shall serve as a Trustee in order to retain clear lines of accountability through the senior leaders.

There shall be a minimum of two parent directors unless there are local governing bodies which include at least two parent governors. Parent trustees or governors must be parents of a registered pupil at an academy or where it is not reasonably practical to do so, a person who is the parent of a child of compulsory school age.

All Trustees are appointed on the basis of the contribution they can make to the development and success of Castleford Academy Trust. The Trustees are assessed based on personal qualities, specific skills and expertise they can provide. All Trustees give their time freely and receive no remuneration other than reasonable expenses, except the Chief Executive Officer who is an employee of Castleford Academy Trust.

Organisational structure

The management structure consists of five levels: the members, the trust board, the local governing bodies, the trust executive team and the senior leadership teams. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

Members

Members are the subscribers to the Memorandum of Association and define the Object, Purpose and Ethos of the Company and can direct the Trust Board, where required to ensure those elements are met.

Trust Board

The Trustees, who form the Trust Board, have overall responsibility and ultimate decision making authority for all the work of the Trust, including the establishing and running of the academies. This is exercised principally through strategic planning and the setting of policy, holding the Executive Team to account and the oversight of financial control. It is managed through business planning, monitoring of budgets, performance appraisal, the setting and monitoring of standards and the implementation of quality assurance processes. In this work, the Board is aided by the Finance, Risk and Audit Committee and the Education and Standards Committee.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Local Governing Bodies

The Trustees delegate their responsibilities for the day to day oversight of each academy to Executive Leaders and Local Governing Bodies (LGB) through a Scheme of Delegation. The Headteacher of each academy is an ex officio member of the LGB of their academy.

Executive Team

The Executive Team is made up of the Chief Executive Officer, Chief Finance and Operations Officer, Director of Secondary Education, Director of Primary Education, Director of Finance, Director of Data, MIS and Timetabling, and the Trust Governance Professional who are responsible for the operational management of the Trust and its' academies, including monitoring performance and ensuring the Trust's strategy and policies are translated into action across the academies. The Chief Executive Officer is accountable and responsible for the operation of the Trust and the Chief Finance and Operations Officer has financial oversight of the Trust on a day to day basis.

Senior Leadership Teams

Executive leaders and the Senior Leadership Team with Middle Leaders are responsible for the day to day operation of the academy trust and each academy within it.

Induction and training of new trustees

The training and induction provided for new Trustees will depend on their existing experience. Where necessary, induction will provide training on charity, education, legal and financial matters. New Trustees will be given a tour of the academies within the Trust and the chance to meet with senior management, staff and pupils. All Trustees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Trustees.

Arrangements for setting pay and remuneration of key management personnel

Castleford Academy Trust Pay and Performance Management Policies set out the framework for making decisions on teacher (including leadership) and support staff pay. It is developed to comply with current legislation and the requirements of School Teachers' Pay and Conditions Document (STPCD) 2024.

In setting the remuneration of the Trust's CEO, the Trust Board will set a seven-point range with reference to that which would be applicable were all pupils within the Trust contained within a single school alongside the complexities and responsibilities of the post, in particular the financial and resources responsibilities, the 'category' or academies being supported and the market factors for jobs of a similar status/responsibility. The CEO is subject to the same performance management and pay progression arrangements as other key personnel within the Trust. The CEO will be appraised by the Trustees, supported by a suitably skilled and/or experienced external adviser who has been appointed by the Trust Board for that purpose.

Remuneration for Executive leaders is set with reference to other leadership posts in the Trust's academies by comparing the levels of responsibility attached to these posts with those of other academy senior leaders and determining an appropriate range on the Leadership pay spine alongside the complexities and responsibilities of the post, in particular the financial and resources responsibilities, the 'category' or academies being supported and the market factors for jobs of a similar status/responsibility. Executive leaders are subject to the same performance management and pay progression arrangements as other key personnel within the Trust. Executive leaders will be appraised by the CEO, supported by Trustees and other delegated senior trust leaders and when appropriate supported by a suitably skilled and/or experienced external adviser who has been appointed by the Trust Board for that purpose. Please refer to Castleford Academy Trust Pay and Performance Management Policies 2024 for further details.

In determining the pay of the Trust's headteachers, the Trust sets a Headteacher Range of seven points for the Headteacher within the range of salaries applicable to the Headteacher group of the school. The range is determined on the basis of the school size and circumstances. Headteachers will be appraised by the CEO, supported by governors and other delegated senior trust leaders supported by a suitably skilled and/or experienced external adviser who has been appointed by the Trust Board for that purpose.

Castleford Academy Trust subscribes to Wakefield Council's buy-back arrangements for academies to access local trade union representatives from the recognised teacher associations ASCL, ATL, NAHT, NASUWT and NUT. The annual cost Sep-23 to Aug-24 was £18,498.

Trade Union Facility Time

This information is published in accordance with the provisions of the Trade Union (Facility Time Publication Requirements) Regulations 2017 because the academy trust had a full-time equivalent employee number of more than 49 throughout the entirety of any seven of the months within the year ended 31 August 2024.

Relevant union officials

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

Percentage of time spent on facility time

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

Percentage of pay bill spent on facility time

	£'000
Total cost of facility time	-
Total pay bill	£20,000
Percentage of the total pay bill spent on facility time	0%

Paid trade union activities

Time spent on paid trade union activities as a % of total paid facilities time	0%

Connected Organisations, Including Related Party Relationships
There are no related parties which either control or significantly influence the decisions and operations of Castleford Academy Trust. There are no sponsors.

Engagement with employees
Castleford Academy Trust believes that everyone should be treated fairly and without prejudice. We believe that a non-discriminatory approach is beneficial to the working environment just as an inclusive approach is essential for the learning environment. As such, we believe that discrimination is unacceptable and recognise two fundamental principles:

- Each individual has the right to equality of opportunity, but this also brings with it the responsibility of each individual to respect those rights for others;
- The needs of one individual are not identical to those of another and we have a responsibility to both recognise the individual's needs and to respond positively to them.

Communication in the form of regular meetings and briefing sessions between staff and senior leaders ensures that future developments can be communicated and current issues can be understood. Specific matters are widely communicated using email and senior leaders are happy to meet with staff to discuss any issues. Staff know what to do if there is a problem and are aware of what they need to report and who they would report to.

The Trust has a number of employment policies which cover a breadth of matters and follow best practise. The policies are available to staff via Staff SharePoint and HR colleagues are available to discuss any queries in relation to these policies.

The Trust's positive outlook and excellent reputation enables us to attract and sustain high quality staff teams lead by exceptional leadership teams. The Trust recognises Trade Unions and works constructively with them.

Engagement with suppliers, customers and others
The Trust's ethos is to foster good working relationships with all stakeholders including suppliers, customers and others. The Trust follows best practise in relation to purchasing, using national and local frameworks and considering local suppliers where possible.

FUNDS HELD AS CUSTODIAN FOR OTHERS
There are no funds held on behalf of others.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The object of Castleford Academy Trust, as set out in its articles of association, is specifically restricted to: "advance for the public benefit education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing academies offering a broad and balanced curriculum."

In accordance with the Articles of Association, the charitable company has adopted a Funding Agreement approved by the Secretary of State for Education. The Funding Agreement specifies, amongst other things, the basis for admitting pupils to each Academy, the catchment area from which the pupils are drawn, and that the curriculum should comply with the substance of the national curriculum and their practical applications.

In setting our objectives and planning our activities the Trustees have carefully considered the Charity Commission's general guidance on public benefit. The principal public benefit delivered by the Trust is the provision of a high-quality education to all pupils, in line with the articles of association. In particular by establishing, maintaining, managing and developing its academies and offering a broad and balanced curriculum. The direct beneficiaries of the Trust are the children and young people of Castleford and Crofton, who benefit from the education provided through the Trust. The Trust aims to improve outcomes for all children within the Trust and, wherever possible, beyond the Trust. This will be achieved through working in partnership with our academies to implement a wide range of school improvement initiatives.

Public Benefit

The trustees of Castleford Academy Trust have complied with their duty to have due regard to the guidance of public benefit published by the Charity Commission in exercising their powers. The principle public benefit delivered by the Trust is the provision of a high quality education to its pupils, in line with the articles of association, as evidenced in the Strategic Report section of this report.

Objectives, strategies and activities

Our trust vision is "working together to achieve excellence for all". All the academies within the Trust have a strong moral purpose and seek to have a positive impact on the communities that they serve and to support families to overcome any social disadvantage. This is delivered through an ambitious and engaging curriculum where no learner is left behind, alongside a strong pastoral support programme which ensures that pupils overcome any barriers to learning. In our commitment to excellence, we place ourselves at the forefront of educational developments and create an environment that is innovative, a positive climate for learning and attainment and fully supports pupils' social and emotional developments.

All academies within the Trust offer a rich set of experiences to allow pupils to grow and nurture talent in a number of ways including but not limited to sport, drama, music, art or technology. Staff will strive to give pupils opportunities to compete with the very best locally, nationally and globally. We are proud of our pupils and the positive contribution they make to society.

We are an ambitious and innovative Trust who are deeply committed to our values of Care, Aspire and Succeed and have very high expectations and aspirations for our pupils. The key to the success of the Trust is the commitment of an outstanding team of leaders, teachers and support staff who, through mutual sharing of knowledge, expertise, systems and resources from across education and business support the raising of educational standards and achievements. This enables us to sustain and enhance educational performance, improving the life chances of all pupils across the Trust.

At Castleford Academy Trust, it is essential that we deliver a first class standard of education and ensure that all of our academies work towards this being achieved at pace for the immediate benefit of our pupils and wider community.

Castleford Academy Trust is an exceptional place to work and has a team of dedicated and committed staff. We strongly believe in developing and nurturing talent by providing opportunities for staff training and development. We are proud of our achievements but are always striving to do more and provide the very best life opportunities for the communities we serve. We continually seek out the best practice to ensure that our provision sits alongside the finest that is available nationally.

Castleford Academy Trust strategic plan outlines the main areas of focus and actions that will ensure we meet our vision, work within our values and achieve our aims. Underpinning the strategic plan is an annual Trust Development Plan and individual academy self-evaluation and Academy improvement plans. All academies self-evaluate their current performance against the Ofsted framework and against national performance and accountability measures. These plans are evaluated and quality assured throughout the year. The Trust wide strategic objectives for the relevant reporting period were:

Key Objective 1 - School improvement: To maintain and improve high standards of academy effectiveness, quality of education and the standard of educational achievement for all pupils resulting in strong academic success and improved life chances.
Key Objective 2 - Positive impact on the community: To build thriving and caring communities where challenge and support enables success through effective leadership and governance.
Key Objective 3 - To build a strong and sustainable infrastructure: To deliver outstanding central services to enable school leaders to focus on their core educational purpose, including the management of estates, health and safety, IT and risk to create first class learning environments.
Key Objective 4 - To continue to remain financially secure: Ensure effective integrated curriculum led financial planning and sound financial management controls, enabling further development of highly effective school improvement across trust academies.
Key Objective 5 - To grow the number of academies in the Trust: Further develop existing systems, processes and policies to enable the Trust to increase the number of its academies, in order to advance education benefit for more pupils and their communities.

Key Objective 6 - Lead, develop and care for the people in our Trust: Continue to be a community focussed organisation and employer of choice with the spirit of partnership, recruiting, retaining and developing a high calibre workforce.

STRATEGIC REPORT

Achievement and performance

Charitable activities

We are delighted to present below a summary of our achievements and performance over the past year. Our commitment to 'working together to achieve excellence for all' has led to noticeable academic success, pupil performance, and overall academy effectiveness in delivering a high-quality education for all pupils across the Trust.

Key performance indicators

The government published and made available the data for all relevant key stages, with comparisons made to national averages and the previous academic year.

The following data represents the main key performance indicators for the Trust:

The table below provides an indication of how the Trust Academies performed in 2023/2024 EYFS and KS1 statutory assessments compared to national averages and the previous academic year's performance:

		Glasshoughton Infant Academy		Three Lane Ends Academy	
EYFS RECEPTION / KS1 PERFORMANCE	**National Average 2023**	**Actual 2023**	**Actual 2024**	**Actual 2023**	**Actual 2024**
% EYFS Achieving GLD	65%	78%	82%	62%	71%
% Y1 Phonics	80% (2024)	85%	92%	63%	85%
% Y2 Phonics	89%	95%	92%	93%	88%
% Y2 Reading ARE+	68%	78%	78%	72%	65%
% Y2 Writing ARE+	60%	76%	72%	59%	50%
% Y2 Maths ARE+	70%	86%	85%	63%	63%
% Y2 Reading GD	19%	62%	60%	7%	12%
% Y2 Writing GD	8%	34%	43%	4%	12%
% Y2 Maths GD	16%	50%	53%	15%	10%

The table below provides an indication of how the Trust Academies performed in 2023/2024 KS2 statutory assessments compared to national averages and the previous academic year's performance:

KS2 PERFORMANCE	National Average 2024	Castleford Park Junior Academy		Three Lane Ends Academy	
		Actual 2023	Actual 2024	Actual 2023	Actual 2024
% Y6 R/W/M ARE+	61%	70%	59%	50%	63%
% Y6 Reading ARE+	74%	76%	75%	63%	77%
% Y6 Writing ARE+	72%	81%	72%	61%	67%
% Y6 Maths ARE+	73%	81%	68%	68%	73%
% Y6 GPS ARE+	72%	78%	69%	61%	75%
% Y6 R/W/M GD	8%	11%	8%	0%	8%
% Y6 Reading GD	28%	33%	21%	13%	33%
% Y6 Writing GPD	13%	27%	22%	4%	17%
% Y6 Maths GD	24%	28%	20%	7%	31%
% Y6 GPS GD	32%	37%	28%	18%	33%
Y6 Read progress	N/A	-1.4	N/A	-0.1	N/A
Y6 Writing Progress	N/A	+1.4	N/A	+0.8	N/A
Y6 Maths progress	N/A	-0.7	N/A	+0.5	N/A

The table below provides an indication of how the Trust Academies performed in 2023/2024 KS4 statutory assessments and other headline information compared to national averages and the previous academic year's performance (unvalidated data):

KS4 PERFORMANCE	National Average 2023	Castleford Academy		Crofton Academy	
		Actual 2023	Actual 2024	Actual 2023	Actual 2024
Progress 8 (P8)	-0.03	0.53	0.41	-0.09	0.26
Attainment 8 (A8)	46.3	49.3	48.47	46	49.94
%4+ Basics (English & Maths)	65%	71%	66.8%	68%	73.8%
%5+ Basics (English & Maths)	45%	48%	49.8%	44%	56.8%
% Entered EBACC	39%	18%	21.6%	26%	18.9%
% Achieved EBACC	24%	12%	18.3%	20%	15.5%
A8 English	N/A	9.8	9.76	9.3	10.16
P8 English	-0.04	0.13	0.07	-0.41	0
A8 Maths	N/A	9.9	9.72	9.8	10.65
P8 Maths	-0.02	0.7	0.48	0.27	0.64
A8 EBACC	N/A	14	14.18	13.1	14.83
P8 EBACC	-0.03	0.47	0.43	-0.13	0.32
A8 Open	N/A	15.6	14.81	13.7	14.3
P8 Open	-0.04	0.76	0.56	-0.12	0.12
% in a sustained destination	94%	91%	2020/21 latest data	97%	2020/21 latest data

Attendance
Pastoral and attendance teams have continued to prioritise pupil attendance in the past academic year and have ensured that the impact of the pandemic in relation to pupil absence has been minimised through extensive attendance monitoring and support provision.

The table below provides a comparison of pupil attendance and persistent absence in 2023/2024 for each academy within the Trust, compared to national averages (based on DFE data) and the previous academic year's performance:

Primary Academies	Attendance Levels			Persistent Absence		
	National Average 2023	**Actual 2023**	**Actual 2024**	**National Average 2023**	**Actual 2023**	**Actual 2024**
Castleford Park Junior Academy	94.5%	93.7%	94.2%	15.2%	14.5%	13.6%
Glasshoughton Infant Academy	94.5%	95.8%	94.8%	15.2%	13.0%	7.5%
Three Lane Ends Academy	94.5%	93.5%	92.8%	15.2%	19.3%	17.3%

Secondary Academies	Attendance Levels			Persistent Absence		
	National Average 2023	**Actual 2023**	**Actual 2024**	**National Average 2023**	**Actual 2023**	**Actual 2024**
Castleford Academy	91.0%	92.8%	91.7%	26.5%	19.7%	23.26%
Crofton Academy	91.0%	91.6%	91.04%	26.5%	18.4%	27.15%

External Accountability
The Trust recognises the important role that Ofsted has in monitoring standards. The profile of our academies continues to show improvements against the rigour of the Ofsted Framework, with all five academies in the Trust now evaluated by Ofsted as providing a 'good' or better quality of education.

The latest OFSTED judgements are as follows:

	Date of inspection	Judgement
Castleford Academy	October 2019 (Graded inspection)	Outstanding
Castleford Park Junior Academy	April 2024 (Graded inspection)	Good
Crofton Academy	July 2023 (Graded inspection)	Good
Glasshoughton Infant Academy	January 2023 (Graded inspection)	Good
Three Lane Ends Academy	November 2023 (Graded inspection)	Good

Some highlights from recent Ofsted inspections or external reviews at each academy:

Castleford Academy
Castleford Academy received a graded Ofsted Inspection in October 2019. Castleford Academy was the first secondary school in the country to be judged 'Outstanding' under the new inspection framework released in September 2019. A summary of the judgements and key strengths of the academy are set out below:

	Judgement
Overall Effectiveness	Outstanding
Quality of Education	Outstanding
Behaviour and Attitudes	Outstanding
Personal Development	Outstanding
Leadership and Management	Outstanding
Sixth Form Provision	Outstanding

Crofton Academy

Crofton Academy received a graded Ofsted inspection in July 2023. The inspection highlighted that Crofton Academy was judged to be 'Good' overall and in all areas. The inspectors noted the effectiveness of the work across the Trust to address areas of weakness identified in their previous inspection, prior to the academy joining the Trust. A summary of the judgements and key strengths of the academy are set out below:

	Judgement
Overall Effectiveness	Good
Quality of Education	Good
Behaviour and Attitudes	Good
Personal Development	Good
Leadership and Management	Good

- Crofton Academy is a school transformed since the last inspection.
- Expectations of pupils' behaviour, and what pupils can achieve academically, have been raised.
- Pupils' achievement in examinations at the end of Year 11 have significantly improved. Examination outcomes in 2022 were broadly in line with national averages in most subjects.
- Pupils in Years 7 to 9 benefit from studying a broad and balanced curriculum.
- Behaviour in lessons, and around school, is calm.
- There are high levels of respect between pupils and with adults. As one pupil noted: 'School is now a community who all work together to make things better for everyone.
- Pupils enjoy attending school.
- Pupils with visual impairments play a full part in school life. Teachers work effectively with the visual impairment unit team to ensure that all pupils can fully benefit from lessons, including adapting physical and printed lesson resources.
- Teachers receive high-quality professional development to help them teach effectively.
- Pupils benefit from a wide range of clubs and societies. The proportion of pupils with SEND and those eligible for pupil premium funding attending clubs and societies is high.

Castleford Park Junior Academy

Castleford Park Junior Academy received an ungraded Ofsted Inspection in April 2024. The inspection highlighted that Castleford Park Junior Academy continues to be a 'good' school. A summary of the judgement and key strengths of the academy are set out below:

- The school has designed a highly ambitious curriculum. Subject leaders access high-quality professional development to develop their expertise. Across the school, and in the Year 6 published outcomes, pupils achieve well. The school uses research evidence to inform its work.
- The school builds trusting relationships with families. Pupils behave extremely well. Relationships between staff and pupils are caring and supportive. This helps pupils to feel happy and safe in school.
- Pupils relish opportunities within the curriculum to develop their practical skills and knowledge. Pupils grew maize in forest school, ground it, then made tortillas to eat. Pupils made life-size buggies in design and technology, then applied the knowledge and skills to make go-karts.
- Pupils with special educational needs and/or disabilities (SEND) achieve well because of the highly inclusive culture, and effective curriculum adaptations. As a result, most pupils with SEND can access the same lessons as their peers. Parents and carers of pupils with SEND appreciate the high expectations that staff have for their children.
- By the time they reach Year 6, most pupils achieve at least as well as they should for their age, with an increasing number surpassing this standard.
- The school assesses reading with Year 3 pupils when they join the school. Any struggling readers are quickly and accurately identified. Phonics lessons start in the second week of term. The school follows a bespoke phonics curriculum, providing reading books that match the sounds that pupils are learning. This combination helps pupils to catch up quickly.
- The curriculum for pupils' wider development is ambitious. The cultural curriculum is enriched by the wealth of specialists who visit the school. Pupils are exposed to a wide range of musical instruments, musical genres and musical theatre. Even the youngest pupils have an impressive knowledge of art that helps them to express their appreciation of different art forms knowledgably.
- Pupils have an age-appropriate understanding of protected characteristics and equalities. Leaders promote fundamental British values carefully, to prepare pupils well to be knowledgeable and kind citizens.
- Trustees value staff and strive to retain them. Staff feel valued because they are treated with respect by leaders. This includes the many steps leaders have taken to manage staff workload well.

Glasshoughton Infant Academy

Glasshoughton Infant Academy received a graded Ofsted inspection in January 2023. The inspection highlighted that Glasshoughton Infant Academy was judged to be 'Good' overall with 'Outstanding' personal development. A summary of the judgements and key strengths of the academy are set out below:

	Judgement
Overall Effectiveness	Good
Quality of Education	Good
Behaviour and Attitudes	Good
Personal development	Outstanding
Leadership and Management	Good
EYFS	Good

- This is a caring and ambitious school. Leaders prioritise the development of pupils' character. Members of the school council are elected by their peers. These roles, among others, fill the pupils with a sense of pride and promote a sense of responsibility from an early age.
- Leaders have ensured that there are many opportunities for pupils to develop their talents and interests. Pupils enjoy taking part in a wide range of extra-curricular experiences, such as photography and yoga clubs.
- Leaders are ambitious for what pupils can achieve. Subject leaders have thought carefully about the knowledge that is included in the school's curriculum.
- Teachers check what pupils have learned and remembered each term. Together, teachers and leaders identify the pupils who need extra help. Teachers ensure that these pupils receive the support they need.
- Pupils have a range of opportunities to solve problems and explain how they work things out. Pupils are confident when talking about what they have learned. Pupils' focused behaviour in classrooms contributes positively to their learning.
- Children get off to a good start in the early years. Adults build positive relationships with pupils. The environment is well organised and attractive. Adults help children to learn through interesting and purposeful activities.
- Leaders make sure that reading is a priority across the school. They have introduced a range of approaches to encourage a love of reading. Pupils speak with enthusiasm about their experience of talking to an author. Children learn to read as soon as they enter the school. Those children who need extra help with learning to read receive effective support.
- Leaders have ensured that pupils with special educational needs and/or disabilities (SEND) are well supported. Staff work closely with professionals from external agencies to ensure that pupils with SEND receive the help that they need.
- Leaders have established a strong team culture. They take care to consider the workload of staff. Staff feel valued. They appreciate the support that they receive from senior leaders and the academy trust.
- Governors have a detailed understanding of the strengths of the school and what needs to be done to make further improvements. They provide leaders with effective challenge and support.
- The arrangements for safeguarding are effective. The safety of pupils is a priority.

In addition, an external review conducted in 2023/24 also confirmed that Glasshoughton Infant Academy continues to deliver a high quality of education. A summary of the key strengths highlighted by the review are set out below:

- The impact of the headteacher's passionate and strategic leadership is evident from the enthusiasm and commitment demonstrated by all staff and the high degree of consistency seen in all classrooms from all teachers.
- It was a real pleasure to be in the school and to see the high-quality provision and clear leadership which has led to consistently strong outcomes over time, and particularly so in 2023.
- Pupils benefit from a high-quality environment which is consistent in all classrooms and which they are genuinely able to use to support their learning.
- Pupils are a delight. Though the review took place early in the academic year, all children from Nursery upwards understood routines and were engaged and motivated by their learning. Observed behaviour was excellent.
- Pupils were excited by their learning, resulting in some very effective unprompted collaboration, and they were keen to help their classmates with their work if they got stuck. They were unfailingly polite to each other, staff and visitors, and very confident to talk about what they were doing.

Three Lane Ends Academy

Three Lane Ends Academy received a graded Ofsted inspection in November 2023. The inspection highlighted that Three Lane Ends Academy was judged to be 'Good' overall and in all areas. A summary of the judgements and key strengths of the academy are set out below:

	Judgement
Overall Effectiveness	Good
Quality of Education	Good
Behaviour and Attitudes	Good
Personal development	Good
Leadership and Management	Good
EYFS	Good

- Staff at Castleford Three Lane Ends Academy have high expectations of pupils. Castleford Academy Trust support this ambition.
- The school has a well-designed curriculum. Leaders have carefully considered learning steps that build to ambitious end points. Curriculum leaders are able to explain the curriculum structure with confidence. They check that teachers deliver their subject consistently well.
- The school has established systems to check what pupils know and understand. In lessons, such as art and history, pupils work purposefully. They remember what they have been taught in previous lessons.
- In discussion and debates, pupils converse well. They are polite and respectful to each other. Pupils present their work in books well. They take on responsibility and show independence.
- Staff provide pupils with special educational needs and/or disabilities (SEND) with the same ambitious curriculum as other pupils. Staff provide these pupils with adaptions in lessons such as specialist equipment that helps them to access learning. The trust has provided training to help develop curriculum leaders' understanding of school improvement.
- The teaching of early reading is consistent. All adults follow the school's phonics programme and teach phonics appropriately. Pupils read books that contain the sounds that they know. Leaders celebrate reading in many ways across the school. Pupils enjoy listening to their teacher read the class reading book.
- The curriculum in the early years is well organised and logically sequenced. Teachers know and use the vocabulary that they want children to learn. Staff design learning activities well to help children build the knowledge and skills they need for later learning. They cooperate well together.
- Pupils benefit from the school's personal development programme. This supports pupils' well-being. Pupils know how to treat others respectfully, irrespective of difference.
- The school provides many opportunities for pupils to develop their talents and interests. Pupils enjoy attending clubs after school, such as choir and art. Staff link educational trips and visits to curriculum topics that the pupils study.
- Behaviour is calm and orderly. Pupils are happy and feel safe. All members of the school community embrace equality of opportunity.
- The school have worked with local partners to improve the systems to check pupils' attendance. This work has had a positive impact on most pupils.
- Teachers feel that leaders consider their needs and prioritise their well-being.
- The chief executive officer, trustees and governors have been key partners in reshaping the strategic direction of the school, which has rapidly improved in all areas. The trust has worked alongside school leaders to drive timely and sustainable improvements.

Promoting the success of the company
Castleford Academy Trust is governed by its charitable objects. These charitable objects set out the purpose of the charity. The consequences of all decisions and activities of the charity are assessed by how they drive us towards achieving that long-term purpose, including by reference to the charity's strategy, vision, and values, and to provide the best education possible for all pupils. As an educational charity, we are accountable not only to our funders and direct beneficiaries (our pupils), but also to our parents and the wider community. These stakeholders support us, engage with us, and challenge us. They ensure that the decisions we make as a charity, from the ground level through to the Board, are for their benefit. We are a values-driven organisation, and our values mean that we are informed, shaped, and powered by our determination to uphold our vision and values. Well-established involvement and consultation mechanisms, both direct (through pupil, parent, and staff surveys) and indirect (through the involvement of parents and local people on our Academy Governing Bodies and Trust Board), ensure that decisions made by the Trustees are informed by the needs of the organisation's stakeholders.

Long-term consequences of any decision
Trustees consider the consequences of any strategic decision in the long term as part of their assessment. We aim to ensure that, as an organisation, we balance our income and expenditure to ensure that our organisation provides a first-class education through efficient and effective curriculum-led financial planning and remains sustainable in the long term. This is balanced against the needs of our pupils, staff, other stakeholders, and the community to ensure we are spending the funding we receive from the government in the most effective way to support our aims and with integrity.

The interests of the company's employees
Details of how the Trustees give consideration to the interests of the organisation's employees can be found in the section Engagement with employees within this report.

The need to foster the company's business relationships with suppliers, customers and others
Details of how the Trustees give consideration to the interests of the organisation's other stakeholders can be found in the section Engagement with suppliers, customers, and others in a business relationship with the Trust.

The impact of the company's operations on the community and the environment
Details of how the Trustees give consideration to the impact on the community can be found in the section Engagement with suppliers, customers, and others in a business relationship with the Trust. Further information is also given in the section on Public Benefit.

The desirability of the company maintaining a reputation for high standards of business conduct
The Trust aims to conduct all its relationships with integrity and courtesy and scrupulously honour every business agreement. The Trustees have approved a number of policies that help to ensure the charity maintains high standards of business conduct, including the Financial Regulations Policy, Donations Policy, Gifts and Hospitality Policy, Capital and Reserves Policy, and Whistleblowing Policy.

The need to act fairly as between members of the company
All members of the Trust are treated fairly and equally, with the same access to information, the ability to directly contact the Trustees or the CEO, and being invited to participate in training or strategic development events. All matters reserved for decision by the Trustees are presented at board or committee meetings as appropriate. Trustees are briefed on any identified potential impacts and risks for our stakeholders and how they are to be managed. The Trustees take these factors into account before making a final decision, which they believe is in the best interests of the Trust and its stakeholders.

STRATEGIC REPORT

Financial review

Financial position

Most of the Trust's income is obtained from the ESFA in the form of recurrent grants, the use of which is restricted as defined by its Funding Agreement. The grants received from the ESFA and other government bodies during the year ended 31 August 2024 and the associated expenditure are shown as restricted general funds in the Statement of Financial Activities. The academy trust received total revenue grant income of £25,361k (2023: £23,601k) during the year. Details are shown in note 4 to the accounts.

The academy trust also received capital funding of £972k (2023: £1,024k) during the year. The grants are shown in the Statement of Financial Activities as restricted fixed asset funds. The restricted fixed asset fund balance is reduced by depreciation charges over the expected useful life of the assets concerned. Details are shown in note 15 to the accounts.

Total expenditure for the period amounted to £27,555k which included £1,067k of depreciation on fixed assets and £118k of actuarial pension interest income and excludes a £318k capital transfer.

The Academy Trust's deficit for the year (excluding fixed asset fund and pension reserve) was £173k (2023: surplus of £875k).

At 31 August 2024 the net book value of tangible fixed assets was £31,430k (2023: £32,169k). The assets were used exclusively for providing education and the associated support services to the students of the academy trust.

Related party disclosures

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. The following related party transactions took place in the financial period.

B Hughes, spouse of J Hughes, a Member and Trustee, is employed by the academy trust as an invigilator. B Hughes' appointment was made in open competition and J Hughes was not involved in the decision making process regarding the appointment. B Hughes is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

R Pool, spouse of A Pool, a Member, is employed by the academy trust as an Assistant Head Teacher. R Pool's appointment was made in open competition and A Pool was not involved in the decision making process regarding the appointment. R Pool is paid within the normal pay scale for his role and receives no special treatment as a result of his relationship to a Member.

Investment policy and objectives

The Trustees' investment powers are governed by the Memorandum and Articles of Association and Funding Agreement with the Secretary of State. They restrict the investment vehicles that may be used. Investments are currently restricted to treasury and deposit accounts with the Trust's bankers.

Decisions on how much to invest and how long to invest for will be based on operational requirements and demonstrated by cash flow forecasts produced by the academy and reviewed by the CFOO in conjunction with the CEO. Investments for the fixed term should maximise the return on current balances whilst enabling flexibility. A sufficient balance must be held in the current accounts so that the academy's financial commitment can always be met without the bank account going overdrawn. The size of the balance required in the current account will be determined by a forecast of future need and kept under review.

STRATEGIC REPORT
Financial review
Reserves policy
Castleford Academy Trust has established a reserves policy to protect the organisation and its charitable activities by providing a financial cushion against an unpredictable future. This restricts the impact of any risk (internal or external) upon continuing operations. The principal risk regarding continuing operations and the need for surpluses relate to the maintenance and replacement of the charity's substantial asset base and any possible delay in the receipt of grant funds. The reserves policy also provides the framework for future strategic planning and will assist decision making.

The reserves policy establishes what is believed to be an appropriate target level for reserves held, in line with one month's payroll costs for each academy: £784k, £466k, £165k, £90k and £150k respectively for Castleford Academy, Crofton Academy, Castleford Park Junior Academy, Glasshoughton Infant Academy and Three Lane Ends Academy. The Trustees review the level of reserves of the academy trust on an annual basis. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves.

At 31 August 2024, Castleford Academy Trust held £3,314k in unrestricted free reserves and £1,343k in restricted reserves. This is above the minimum level set by the Trust by £3,002k.

A significant proportion of the funding above the minimum level set by the Trustees has been designated for capital expenditure in the next five years in line with renewal and refurbishment plans with the remainder being held to smooth budget fluctuations due to rising energy costs, inflation and the effects of the New Funding Formula.

Pooling of reserves
In September 2023, the Trust introduced Reserves Pooling, which sees the existing reserves in each Academy (over and above the agreed level of reserves per the reserves policy) being transferred to the Trust and held at an overall level. This allowed Trustees to direct funds to where they were most needed and supported the delivery of the Trust's vision and strategy, ensuring that pupils continue to have an equal opportunity to learn and succeed.

Going concern
After making appropriate enquiries, the board of trustees have a reasonable expectation that Castleford 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.

Fundraising
The trust does not employ commercial participators or professional fundraisers. Schools within the Trust fundraise through regular school fund activities such as Christmas and Summer Fairs. Fundraising also takes place to support other charitable organisations, for example non-uniform days or coffee mornings. All fundraising undertaken during the year was monitored by Trustees.

Principal risks and uncertainties
The trustees have a duty to identify and review the risks to which the Academy Trust is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The academy trust has agreed a risk management strategy. The risk register and risk management plan are reviewed in light of any new information and formally reviewed annually.

The trustees have assessed the major risks to which Castleford Academy Trust is exposed, in particular those relating to the specific provision of teaching, facilities management and other operational areas of the Academy Trust and its finances. The trustees have implemented a number of systems to assess the risks that the trust faces, especially in the operational areas, for example in relation to teaching, health and safety, compliance and school trips, and in relation to the control of finance. They have introduced systems, including operational procedures and internal financial controls in order to minimise risk. Where significant financial risk still remains, they have ensured that they have adequate insurance cover. The Academy Trust has an effective system of internal financial controls and this is explained in more detail in the statement below.

- Significant changes in government legislation, particularly related to funding.
- ICT failures, including the breakdown of backup procedures or cybersecurity breaches.
- Failing to recruit and retain high-quality staff.
- GDPR breach, leading to legal and financial penalties plus reputational damage.
- Inadequate data management and insufficient scrutiny, resulting in underperforming academies.
- Significant drop in pupil numbers.
- Severe safeguarding failure that compromises pupil safety and well-being.
- Insufficient capacity, systems, resources and leadership to successfully navigate a period of rapid growth.

Financial and risk management objectives and policies
The Trust's dealings with financial instruments are limited to bank accounts, creditors and debtors. This limitation serves to minimise credit and liquidity risks when this is combined with the nature the Trust's debtors (being principally Government bodies and other schools) and therefore the risk to cash flow is also minimal.

STRATEGIC REPORT

Plans for Future Periods

Castleford Academy Trust's three year strategic plan outlines the main future areas of focus, success criteria, and actions that will ensure we meet our vision, work within our values and achieve our aims. Please find these below:

Key Objective 1 - School Improvement

To maintain and improve the standard of educational achievement for all pupils resulting in strong academic success and improved life chances.

We will:

- Embed the Castleford Academy Trust vision and values in to the day to day operations of each academy, ensuring all pupils overcome barriers to learning, have high aspirations for themselves and are well prepared for the next stage of their education and beyond.
- Raise attainment and improve progression for all pupils through a knowledge rich and well planned curriculum that fills gaps in knowledge so that pupils know more, remember more and can do more.
- Ensure high quality, evidence based professional development is at the centre of staff development in order to ensure that all staff have the right skills and knowledge to further raise standards, deliver high quality teaching and learning and disseminate best practice to ensure rapid improvement.
- Embed outstanding leadership at all levels through effective quality assurance systems and structures that drive continuous improvement by supporting all staff to build their expertise and strengthen provision.
- Ensure reading is valued and placed at the heart of the curriculum so that all pupils are fluent and read with understanding.
- Develop a culture of high aspirations, tolerance and respect where pupils will demonstrate positive attitudes to learning through effective self-regulation and high standards of behaviour.

Key Objective 2 - Positive Impact on the community

To build thriving and caring communities where challenge and support enables success.

We will:

- Deliver an ambitious, knowledge rich curriculum that ensures all pupils develop the skills and cultural capital they need to be highly successful citizens who make a positive contribution to society.
- Ensure our academies work together for the benefit of the communities they serve by supporting pupils and their family to remove any potential barriers to learning allowing pupils to thrive and achieve their potential.
- Value the role of effective governance and recognise the contribution that they make in reflecting the views of the local community.
- Enrich the lives of the local community through offering a rich and diverse range of experiences to broaden pupils' understanding of the wider world.
- Prioritise the wellbeing of everyone in our communities by working in collaboration with, pupils, parents, staff, local safeguarding partners, and external sources of support to develop and implement strong effective procedures which promote the well-being of staff, pupils and their families.

Key Objective 3 - To build a strong and sustainable infrastructure

To deliver outstanding central services to enable school leaders to focus on their core educational purpose.

We will:

- Develop a robust estates strategy that supports the strategic aims of the Trust and, through the effective deployment of resources, resulting in first class learning environments for all pupils.
- Improve co-operation, access and stability across the Trust through becoming more digitally efficient whilst remaining vigilant and continuing to improve our resilience to cyber-attack, resulting in systems that support pupil and staff development.
- Continue to build and deliver digital solutions to support staff to work more efficiently and enhance the educational provision for all pupils.
- Work towards becoming a carbon neutral Trust through a low carbon energy infrastructure, reducing waste, improving efficiency and the through resilience of the estate.
- Remain aware of risks and pro-active in our approach to risk management resulting in a Trust that is competitive, innovative and resilient.

Key Objective 4 - To continue to remain financially secure.

Ensure effective integrated curriculum led financial planning and sound financial management controls enabling further development of school improvement strategies.

We will:

- Effectively implement consistent practice and policy, together with rigorous QA measures, to ensure maximum efficiencies are achieved in order to provide the highest quality learning environment for all pupils.
- Ensure that efficiencies in the financial systems directly impact on academy improvement to maximise pupil progress and attainment.
- Ensure full compliance with the ESFA Academy Trust Handbook providing an overarching framework for implementation of effective financial management and control.
- Aim to achieve and maintain sufficient reserves across the Trust, to ensure that the Trust continues to be recognised by the ESFA as financially secure with effective financial management.

STRATEGIC REPORT

Key Objective 5 - To grow the number of academies in the Trust

The government's vision is for every school to be part of a strong academy trust. As we work towards this ambition we feel a sense of responsibility and obligation to grow Castleford Academy Trust to advance education benefit for more pupils and their communities. Our intention is to create a network of good and outstanding academies that 'work together to achieve excellence for all'.

We will:

- Build a strong model of school improvement which leads to improved progress and outcomes for pupils.
- Hold a clear vision for our workforce, including professional development and managing workload and wellbeing so that we become the employer of choice.
- Ensure strong and effective governance that is highly skilled to effectively adapt to the increased responsibilities of Trust expansion.
- Continue to help schools to grow together by strengthening school to school support within the Trust and beyond. Develop and maintain excellent relationships with other local schools who may, in the future, choose to join the Trust.
- Be committed to measured and responsible growth to share the 'Castleford Academy Trust' offer as widely as possible to benefit children in our extended community.
- Ensure that Trust capacity is such that all academies within the Trust receive the support, challenge, development and leadership support they need without diminishing the core success within existing structures.
- Recognise each academy will have its own unique context and as a result, consider requests to join on an individual basis, taking into account the context of the academy, including its effectiveness and size will shape future growth. Ensure the growth strategy is reviewed as each new school joins.

Key Objective 6 - Lead, develop and care for the people in our Trust

Continue to be a community focussed organisation and employer of choice with the spirit of partnership, recruiting, retaining and developing a high calibre workforce.

We will:

- Continue to be outward facing, working in partnership with those within and beyond the Trust to build sustainable success through the passion, knowledge and aspirations of others.
- Recruit highly skilled staff and provide career progression pathways supported through a structured trust wide professional development strategy.
- Provide a range of staff development opportunities, partnerships and support to develop staff skills, talents and expertise, within their own academy, across the Trust and across the wider education system.
- Continue to develop an HR service that is underpinned by evaluation, reflective practice and a desire, as an outstanding employer, to continually improve by embracing new developments to enhance the workforce and their effectiveness.
- Respect and value our workforce by providing all staff with a health and wellbeing offer which is proactive, preventative and provides high quality care and expertise.
- Continue to respect the equal rights, thoughts, feelings and ambitions of every member of our team. Respect the differences of others, promote equality, understanding and tolerance and fulfil our obligations under the equality act as a school and as an employer.
- Value the opportunity to work openly together in achieving our individual and common goals and aspirations; value honesty and professionalism when facing and overcoing challenges.

STREAMLINED ENERGY AND CARBON REPORTING

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

Energy consumption used to calculate emissions (kWh)	**3,278,819**
Gas (kWh)	2,076,093
Oil (kWh)	-
LPG (kWh)	-
Electricity (kWh)	1,182,370
Electricity renewables (kWh)	-
Transport fuel (kWh)	19,973
Scope 1 emissions in metric tonnes CO2e	**382.97**
Gas consumption	380.26
Oil consumption	-
LPG consumption	-
Owned transport - mini buses	2.72
Scope 2 emissions in metric tonnes CO2e	**251.05**
Purchased electricity	251.05
Purchased electricity renewables	-
Scope 3 emissions in metric tonnes CO2e	**1.84**
Business travel in employee owned vehicles (petrol / diesel)	1.84
Business travel in employee owned vehicles (electric)	-
Total gross emissions in metric tonnes CO2e	**635.86**
Total number of students within the trust	3,512
Intensity ratio | Tonnes CO2e per pupil	0.18

Quantification and Reporting Methodology:-

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

Intensity measurement

The intensity measure we are using as a trust assessed the Tonnes of CO2e emitted per pupil and in our accounts for 2023 - 2024 the intensity ratio was 0.18.

Measures taken to improve energy efficiency

Installing LED lighting across the trust has been our first priority. The next action is to address multiple life expired boilers. We have secured funding from the Public Sector Decarbonisation Scheme to develop standalone detailed designs from pre-existing heat decarbonisation plans so that they can be progressed further.

Castleford Academy and Glasshoughton Infants Academy have been prioritised for the DfE School Rebuild Programme, currently expected to enter delivery from April 2025. The results of which will be school buildings that are net-zero carbon in operation.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the trustees are aware, there is no relevant information (as defined by Section 418 of the Companies Act 2006) of which the academy trust's auditors are unaware, and each trustee has taken all the steps that they ought to have taken as a trustee in order to make them aware of any audit information and to establish that the academy trust's auditors are aware of that information.

AUDITORS

The auditors, Kingswood Allotts Limited, Statutory Auditor, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Trustees' report, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 13/12/2024 and signed on the board's behalf by:

A N Fletcher - Trustee

Governance Statement
For The Year Ended 31 August 2024

SCOPE OF RESPONSIBILITY

As Trustees, we acknowledge we have overall responsibility for ensuring that Castleford 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 of loss. As Trustees, we have reviewed and taken account of the guidance in the DfE's Governance Handbook and Academy Trust Governance Guide.

The trust board has delegated the day-to-day responsibility to the Chief Executive Officer, 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 Castleford 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 Statement
For The Year Ended 31 August 2024

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Statement of Trustees' Responsibilities. The Trust board has formally met 8 times during the year (3x additional extra-ordinary meetings). Attendance during the year at meetings of the board of trustees was as follows:

Trustee	Meetings attended	Out of a possible
J Hughes	7	8
A N Fletcher	8	8
J Iveson	7	8
M Hunter	5	8
J McNichol	0	0
G P Panayiotou	8	8
J Morrison	7	8
J Hughes	8	8
J Barton	6	8
G L Doyle	8	8

The Trust Board is responsible for ensuring clarity of vision, ethos and strategic direction, holding executive leaders to account for the educational performance of the organisation and its pupils, and the performance management of staff and overseeing and ensuring effective financial performance.

Finance, Risk and Audit Committee

The Finance, Risk & Audit Committee is a sub-committee of the main Board of Trustees. Its purpose is to monitor the integrity of the financial statements, monitor the financial performance of the Trust; to ensure that the Trust complies with the Academy Trust Handbook; to authorise spending within the limits laid out within the financial authorities; to oversee the annual budgeting and the medium-term financial plan; to recommend or otherwise the statutory accounts for Board approval, to oversee the effectiveness of governance arrangements, internal control and risk management systems and to review the internal and external audit services. It also gives recommendations to the Trust Board where it considers that action and improvement are needed.

J Morrison acts as Chair of the Finance, Risk and Audit Committee. Attendance at the meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
J Morrison (Chair)	5	5
J Iveson	5	5
G Doyle	2	5
G Panayiotou	5	5

Education and Standards Committee

The Education and Standards Committee is a sub-committee of the main Board of Trustees. Its purpose is to monitor the overall quality of education across the Trust academies, including the outcomes for pupils and progress against academy development plans and targets. To review and monitor the impact of academy improvement by executive leaders and to review the impact of governance to effectively hold academy leaders to account.

M Hunter acts as Chair of the Education and Standards Committee. Attendance at the meetings in the year was as follows:

Trustee	Meetings attended	Out of a possible
M Hunter (Chair)	3	4
J Iveson	4	4
J Barton	4	4
G Panayiotou	4	4

Local Governing Bodies

The Trustees delegate the responsibilities to challenge and support the quality of provision and educational outcomes for pupils to the Local Governing Body (LGB) at each academy. In addition, The LGB are also responsible for complaints, disciplinary and exclusion panels as required in line with trust/academy policy. LGB's are appointed by the Trust Board.

Local governing bodies are ambassadors for the Trust ensuring clarity of vision and ethos. They support the effective operation of the trust and its policies by working alongside executive leaders to monitor academy performance against the academy development plan. Each local governing body has a governor development plan in place which is reviewed twice annually.

The local governing body is supported by an Education and Standards local governing body committee. This committee work alongside executive leaders to monitor academy performance against the academy development plan and targets by reviewing and challenging Headteacher updates and data analysis.

Governors receive a comprehensive induction process when they join the local governing body.

Attendance during the year at meetings of the governing body of Castleford Academy was as follows:

Governor	Meetings attended	Out of a possible
W Bush (ex-officio)	4	4
K Scott (acting Chair)	2	4
S Brown	3	4
A Forster	4	4
L Graham (appointed 13/11/2023)	0	2
D Hinds (resigned 24/07/2024)	2	4
I Hobson	4	4
J Hughes (resigned 31/08/2024)	4	4
M Odanye (appointed 13/11/2023)	3	3
P Roe	4	4
G Storr	4	4
G Vessey	4	4

Attendance during the year at the education and standards committee of the local governing body of Castleford Academy was as follows:

Governor	Meetings attended	Out of a possible
W Bush (ex-officio)	4	4
S Brown	1	4
A Forster	2	4
D Hinds (resigned 24/07/2024)	2	4
P Roe	3	4
K Scott	1	4
G Storr	4	4
G Vessey	4	4

Attendance during the year at meetings of the governing body of Crofton Academy was as follows:

Governor	Meetings attended	Out of a possible
P Walker (ex-officio)	4	4
T Morris (Chair)	4	4
R Ansell	1	4
D Edwards (appointed 29/09/2023)	3	3
I Hadley (resigned 11/12/2023)	1	1
S Kilbride	3	4
L Manified	2	4
J Muller (appointed 25/06/2024)	0	0
S Pease (resigned 22/03/2024)	2	2
R Vaughan	3	4
B Whitehead	3	4
S Wood	4	4

Attendance during the year at the education and standards committee of the local governing body of Crofton Academy was as follows:

Governor	Meetings attended	Out of a possible
P Walker (ex-officio)	3	3
R Ansell	2	3
D Edwards (appointed 29/09/2023)	2	3
I Hadley (resigned 11/12/2023)	0	1
S Kilbride	3	3
L Manified	3	3
T Morris	2	3
J Muller (appointed 25/06/2024)	0	0
S Pease (resigned 22/03/2024)	0	2
R Vaughan	3	3
B Whitehead	1	3
S Wood	3	3

Attendance during the year at meetings of the governing body of Three Lane Ends Academy was as follows:

Governor	Meetings attended	Out of a possible
D Roberts (ex-officio)	3	3
S Johnson	3	3
K Cobb	1	1
L Coulson	3	3
C Douglas (resigned 31/08/2024)	1	2
H Giles (appointed 17/06/2024)	0	0
N Kirkbride	3	3
P Reynard (appointed 24/01/2024)	2	2

K Robinson	2	3
H Speight	1	2
A Walker	0	1
S Womersley	2	3

Attendance during the year at the education and standards committee of the local governing body of Three Lane Ends Academy was as follows:

Governor	Meetings attended	Out of a possible
D Roberts (ex-officio)	3	3
L Coulson	3	3
H Giles (appointed 17/06/2024)	0	0
S Johnson	3	3
P Reynard (24/01/2024)	1	1
K Robinson (resigned 17/09/2024)	3	3
A Walker (resigned 12/12/2023)	0	1

Attendance during the year at meetings of the governing body of Castleford Park Junior Academy was as follows:

Governor	Meetings attended	Out of a possible
K Law (ex-officio)	4	4
T Sycamore (Chair)	4	4
A Burns (appointed 15/08/2024)	0	0
S Davison (appointed 11/07/2023)	3	4
K Eastwood (appointed 26/07/2023)	4	4
J Hughes (resigned 31/08/2024)	2	4
S Jagger (appointed 18/05/2023)	2	4
A McCurdie (appoiinted 13/11/2023)	2	3
K Patrick	2	4
J Roberts (resigned 31/08/2024)	2	4
M Roe (resigned 17/05/2024)	1	2
A Walker	1	4
S Whittle (appointed 15/08/2024)	0	0

Attendance during the year at the education and standards committee of the local governing body of Castleford Park Junior Academy was as follows:

Governor	Meetings attended	Out of a possible
K Law (ex-officio)	1	3
S Davison (appointed 11/07/2023)	2	3
K Eastwood (appointed 26/07/2023)	1	3
S Jagger (appointed 18/05/2023)	3	3
M Roe (resigned 17/05/2024)	2	2
T Sycamore	2	3
A Walker	2	3

Attendance during the year at meetings of the governing body of Glasshoughton Infant Academy was as follows:

Governor	Meetings attended	Out of a possible
A Walker (ex-officio)	2	3
B Hughes (chair)	2	3
F Pease	3	3
K Patrick	2	3
C Wilson (resigned 01/05/2024)	1	2
K Law	1	3
J Hack (appointed 24/01/2024)	2	2
R Newman	1	3
L Nurse	1	3
H Gill (resigned 31/08/2024)	2	3
C Ellis	3	3

Attendance during the year at the education and standards committee of the local governing body of Glasshoughton Infant Academy was as follows:

Governor	Meetings attended	Out of a possible
A Walker (ex-officio)	3	3
B Hughes	3	3
F Pease	3	3
K Patrick	0	0
C Wilson (resigned 01/05/2024)	3	3
K Law	2	3

J Hack (appointed 24/01/2024)	1	1
R Newman	2	3
L Nurse	0	3
H Gill (resigned 31/08/2024)	3	3
C Ellis	3	3

In April 2024, the Trust Board commissioned an external review of governance to assess the effectiveness of the trust board, its committees performance (including LGB) and the contribution of individuals in those teams, including the chair. This comprehensive review, conducted by the Confederation of Schools Trusts, aimed to ensure that governance practices were robust, aligned with the Trust's vision, and capable of driving strategic success.

The review, conducted by Confederation of Schools Trusts, considered the effectiveness and impact of:

1. Strategic Governance and Leadership - Assessing the alignment of governance practices with the Trust's vision, values, and long-term objectives.
2. Governance Structure and Regulatory Compliance - Evaluating the effectiveness of the Trust's structures, adherence to regulatory requirements, and clarity of roles.
3. Operational Processes of Governance - Analysing how day-to-day governance processes support strategic oversight and organisational performance.

The External Review of Governance (2023-2024) noted the following strengths and next steps for development:

Strengths
- There is a great amount of effective governance practice on which to commend the Trust. The Trust has established a strong culture, with a vision, mission and values that are clear and unambiguous. These values are embedded within the work of the Trust Board and it's committees, including the Local Governing Board (LGBs). The organisation is values-led, in which Trustees are unrelenting in their focus on ensuring the best possible education for children, this is at the core of their mission, vision and values.
- The Scheme of Delegation brings clarity to the work and accountability of the Local Governing Bodies (LGBs). Governors are clear about their role and the Terms of Reference for the work of their Board.
- The Governance Professional provides highly valued support and advice, her organisation of systems and processes give governance a high profile across the Trust.
- This is a very strong example of where the Chair of Trustees provides effective support and challenge and the Trust Board provide clear strategic leadership, which has supported the Executive in their role.
- Relationships are professional, positive and trusting, this enables Trustees to challenge in a constructive manner, which is well received by Executive Leaders. Executive Leaders seek guidance for continuous improvement.
- Committees are well chaired by experienced Chairs.
- Consideration of risk drives conversations and decisions by Trustees.

Next steps
- The Trust should revisit the strategic plan with all Trustees to review that systems and processes are able to scale for future trust growth.
- Review the purpose of Trustee visits and ensure they are closely aligned to the strategic plan and are thematic e.g. safeguarding, and standardise reporting.
- Further develop the risk strategy and risk ownership.
- Ensure the value of the Trust is clearly communicated and linked to growth.
- Ensure succession planning is in place for the Chair.
- Further develop the holistic use of data at committees and Trust Board.

Governance Statement
For The Year Ended 31 August 2024

REVIEW OF VALUE FOR MONEY

As accounting officer, the CEO of Castleford Academy Trust has responsibility for ensuring that the academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider societal outcomes, as well as estates safety and management, achieved in return for the taxpayer resources received.

The accounting officer considers how the academy trust's use of its resources has provided good value for money during each academic year and reports to the board of trustees where value for money can be improved, including the use of benchmarking data or by using a framework where appropriate. The accounting officer for the academy trust has delivered improved value for money during the year by:

Educational Outcomes: Pupil outcomes at Castleford Academy, Crofton Academy, Glasshoughton Infant Academy, Castleford Park Junior Academy, and Three Lane Ends Academy all meet or exceed national standards, with numerous areas across our academies achieving results that are above or significantly above the national average for key performance measures.

Academy Effectiveness: The Trust School Improvement Strategy has led to all Trust academies being externally evaluated by Ofsted as 'good' or better in their most recent Ofsted inspections for overall effectiveness, leadership and management, behaviour and attitudes, personal development, and the quality of education, with effective safeguarding arrangements in place. The evaluation highlights the strengths in provision and value for money across each academy and the Trust community.

Shared capacity and expertise: Trust leaders facilitate the deployment of system leaders and staff across Trust academies to maximise school improvement.

Integrated Curriculum and Financial Planning: Trust leaders work with each academy to complete a management process that helps to plan the best curriculum for pupils with the funding that is available. ICFP involves measuring the curriculum, staffing structure, and finances and using the data to create an action plan to make efficiencies to staffing levels as required.

Budgetary Control: The Trust has tight budgetary control, with regular budget meetings held with the headteachers of the academies and the executive team. The Finance, Risk, and Audit Committee is provided with detailed variance analysis reports and outturn forecasts, along with key performance indicators.

Purchasing: Seeking opportunities through consolidated purchasing agreements, particularly the use of DfE-recommended national frameworks and local framework agreements. Wherever possible, contracts are entered into on a trust basis to take advantage of economies of scale and obtain the best value through joint procurement. In this academic year, the Trust negotiated a number of contracts, including utilities, school management information systems, and Microsoft licences, and has made savings on trust contracts for printing and broadband services.

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of academy trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Castleford Academy Trust for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The board of trustees has reviewed the key risks to which the academy trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The board of trustees is of the view that there is a formal on-going process for identifying, evaluating and managing the academy trust's significant risks that has been in place for the period 1 September 2023 to 31 August 2024 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the board of trustees.

THE RISK AND CONTROL FRAMEWORK

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the board of trustees;
- regular reviews by the finance, risk and audit 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 considered the need for a specific internal audit function and appointed Wbg Services LLP as internal auditor. The internal auditor's role includes giving advice on financial and other matters and performing a range of checks on the Trust's financial and other systems. The checks that Wbg Services carried out in the current period included:

- Overall Financial Controls
- Estates Strategy
- Follow up review from previous recommendations arising in the prior year

Risk management was deferred until the following academic year.

The schedule of work was delivered as planned and there were no significant control issues arising as a result of the internal auditor's work. Following each review, Wbg Services have reported to the board of trustees, through the Finance, Risk and Audit Committee on the operation of the systems of control and on the discharge of the board of trustees' financial responsibilities. On an annual basis, Wbg Services prepare 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.

Trustees also continued with the services of specialist audit functions as required. In this financial year, the Trustees continued to employ the services of a Health & Safety company, PiB Ltd to fulfil the role of Competent Person.

REVIEW OF EFFECTIVENESS

As accounting officer the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- The work of the internal auditor
- The work of the external auditor;
- The financial management and governance self-assessment process of the school resource management self-assessment tool;
- The work of the executive leaders within the academy trust who have responsibility for the development and maintenance of the internal control framework.

The accounting officer has been advised of the implications of the result of their review of the system of internal control by the Finance, Risk and Audit Committee and a plan to 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 13/12/2024 and signed on its behalf by:

A N Fletcher - Trustee

G Panayiotou - Accounting Officer

Castleford Academy Trust

Statement on Regularity, Propriety and Compliance
For The Year Ended 31 August 2024

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

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

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

....

G Panayiotou - Accounting Officer

Date: 13/12/24

Statement of Trustees' Responsibilities
For The Year Ended 31 August 2024

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 and the Academies Accounts Direction 2023 to 2024;
- make judgements and 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 to 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 the ESFA/DfE have been applied for the purposes intended.

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

Approved by order of the board of trustees on 13/12/2024 and signed on its behalf by:

....

A N Fletcher - Trustee

Report of the Independent Auditors to the Members of Castleford Academy Trust

Opinion
We have audited the financial statements of Castleford Academy Trust (the 'academy trust') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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) and the Accounts Direction 2023 to 2024 issued by the Education and Skills Funding Agency (ESFA).

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

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

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the academy trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where 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.

Report of the Independent Auditors to the Members of Castleford Academy Trust

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company 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 trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the academy trust or to cease operations, or have no realistic alternative but to do so.

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

The work undertaken to draw to our conclusion includes:

- Enquiry of management around actual and potential litigation claims and fraud;
- Enquiry of management and review of correspondence to identify any instances of non-compliance with laws and regulations
- Reviewing trustee meeting minutes
- Reviewing financial statement disclosures and testing to support documentation to assess compliance with applicable laws and regulations.
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, testing income to supporting records, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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

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

Mark Garrison BCom FCA DChA (Senior Statutory Auditor)
for and on behalf of Kingswood Allotts Limited, Statutory Auditor
Chartered Accountants
Sidings Court
Lakeside
Doncaster
South Yorkshire
DN4 5NU

Date: 16/12/2024

Independent Reporting Accountant's Assurance Report on Regularity to Castleford Academy Trust and the Education and Skills Funding Agency

In accordance with the terms of our engagement letter dated 14 July 2022 and further to the requirements of the Education and Skills Funding Agency (ESFA), as included in the Academies Accounts Direction 2023 to 2024, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Castleford Academy Trust during the period 1 September 2023 to 31 August 2024 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

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

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

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

Approach
We conducted our engagement in accordance with the Academies Accounts Direction 2023 to 2024 issued by the ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- Enquiry of officers of the academy
- Review and testing of income and expenditure for compliance with the funding and other agreements, the Academy Trust Handbook and the academy's system of controls
- Examination of relevant documents
- Review of the activities carried out by the academy
- Review of the delegated authorities set out in the Academy Trust Handbook
- Review of governance arrangements in accordance with the Academy Trust Handbook.

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

Kingswood Allotts Ltd

Kingswood Allotts Limited
Chartered Accountants
Reporting Accountant
Sidings Court
Lakeside
Doncaster
South Yorkshire
DN4 5NU

Date: 16/12/2024

Castleford Academy Trust

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
For The Year Ended 31 August 2024

	Notes	Unrestricted fund £'000	Restricted funds £'000	Fixed Asset fund £'000	2024 Total funds £'000	2023 Total funds £'000
INCOME AND ENDOWMENTS FROM						
Donations and capital grants	3	-	-	972	972	1,024
Charitable activities						
Funding for the academy's educational operations	4	-	25,361	-	25,361	23,601
Other trading activities	5	522	74	-	596	570
Investment income	6	158	-	-	158	38
Total		680	25,435	972	27,087	25,233
EXPENDITURE ON						
Raising funds	8	31	-	-	31	50
Charitable activities						
Academy's educational operations	9	5	26,452	1,067	27,524	25,346
Total		36	26,452	1,066	27,555	25,396
NET INCOME/(EXPENDITURE)		644	(1,017)	(95)	(468)	(163)
Transfers between funds	21	-	318	(318)	-	-
Other recognised gains/(losses)						
Actuarial gains on defined benefit schemes		-	1,274	-	1,274	1,912
Net movement in funds		644	575	(413)	806	1,749
RECONCILIATION OF FUNDS						
Total funds brought forward		2,670	2,917	32,254	37,841	36,092
TOTAL FUNDS CARRIED FORWARD		3,314	3,492	31,841	38,647	37,841

The notes form part of these financial statements

Castleford Academy Trust (Registered number: 07547039)

Balance Sheet
31 August 2024

	Notes	2024 £'000	2023 £'000
FIXED ASSETS			
Tangible assets	15	31,430	31,791
Investments	16	165	165
		31,595	31,956
CURRENT ASSETS			
Stocks	17	2	2
Debtors	18	311	259
Cash at bank and in hand		5,918	6,172
		6,231	6,433
CREDITORS			
Amounts falling due within one year	19	(1,328)	(1,305)
NET CURRENT ASSETS		4,903	5,128
TOTAL ASSETS LESS CURRENT LIABILITIES		36,498	37,084
PENSION ASSET	22	2,149	757
NET ASSETS		38,647	37,841
FUNDS	21		
Restricted funds:			
Fixed Asset fund		31,841	32,254
General fund		1,343	2,160
Pension reserve		2,149	757
		35,333	35,171
Unrestricted funds:			
General fund		3,314	2,670
TOTAL FUNDS		38,647	37,841

The financial statements were approved by the Board of Trustees and authorised for issue on 13/12/2024 and were signed on its behalf by:

A N Fletcher - Trustee

The notes form part of these financial statements

Castleford Academy Trust

Cash Flow Statement
For The Year Ended 31 August 2024

	Notes	2024 £'000	2023 £'000
Cash flows from operating activities			
Cash generated from operations	1	(678)	(108)
Net cash used in operating activities		(678)	(108)
Cash flows from investing activities			
Purchase of tangible fixed assets		(706)	(533)
Capital grants from DfE/EFA		972	1,024
Interest received		158	38
Net cash provided by investing activities		424	529
Change in cash and cash equivalents in the reporting period		(254)	421
Cash and cash equivalents at the beginning of the reporting period		6,172	5,751
Cash and cash equivalents at the end of the reporting period		5,918	6,172

Notes to the Cash Flow Statement
For The Year Ended 31 August 2024

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £'000	2023 £'000
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(468)	(163)
Adjustments for:		
Depreciation charges	1,067	911
Capital grants from DfE/ESFA	(972)	(1,024)
Interest received	(158)	(38)
Decrease in stocks	-	1
(Increase)/decrease in debtors	(52)	29
Increase/(decrease) in creditors	23	(209)
Difference between pension charge and cash contributions	(118)	385
Net cash used in operations	(678)	(108)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.9.23 £'000	Cash flow £'000	At 31.8.24 £'000
Net cash			
Cash at bank and in hand	6,172	(254)	5,918
	6,172	(254)	5,918
Total	6,172	(254)	5,918

Notes to the Financial Statements
For The Year Ended 31 August 2024

1. STATEMENT OF ACCOUNTING POLICIES

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

2. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Academies Accounts Direction 2022 to 2023 issued by the ESFA, the Charities Act 2011 and the Companies Act 2006.

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

Income
All income is recognised in the Statement of Financial Activities once the academy trust has entitlement to the funds, it is probable that the income will be received 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 period is deducted from income and recognised as a liability.

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

Donations
Donations are recognised on a receivable basis (where there are no performance related conditions), where it is probable that the income will be received and the amount can be measured reliably.

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

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

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the academy trust to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

continued...

2. ACCOUNTING POLICIES - continued

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

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

Governance costs
These include the costs attributable to the academy trust's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Tangible fixed assets
Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost of each asset over its expected useful life, as follows:

Leasehold land	Over 125 years, the term of the lease
Leasehold buildings	2% straight line
Furniture and equipment	25% reducing balance
Computer equipment	25% straight line
Motor Vehicles	25% reducing balance

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

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

Financial instruments
The academy trust only holds basic financial instruments as defined by FRS102. The financial assets and financial liabilities of the academy trust and their measurement basis are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 18. Prepayments are not financial instruments.

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

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in notes 19. 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.

Stocks
Unsold uniforms are valued at the lower of cost or net realisable value.

Taxation
The academy trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by part 11, chapter 3 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

continued...

2. **ACCOUNTING POLICIES - continued**

Fund accounting
Unrestricted income funds represent those resources which may be used towards meeting any of the charitable objectives of the academy trust at the discretion of the trustees.

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

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

Pension costs and other post-retirement benefits
Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the academy trust.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Pension and Similar Obligations note, the TPS is a multi employer scheme and the academy trust is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The LGPS is a funded scheme and the assets are held separately from those of the academy trust in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit 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 gains and losses on settlements and curtailments. They are included as part staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

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

Investment
The academy's shareholding in the wholly owned subsidiary, Castleford Academy Trading Limited, is included in the balance sheet at the cost of the share capital owned less any impairment. There is no readily available market value and the cost of valuation exceeds the benefit derived.

Other investments are included in the balance sheet at their fair value. Any gain or loss on revaluation is included in the Statement of Financial Activities.

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

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

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

Redundancy payments
Redundancy costs arising from periodic reviews of staff levels are charged against profit in the year in which employees leave the company. Details can be found in the wages and salaries note 10.

Critical accounting estimates and areas of judgement

continued...

2. ACCOUNTING POLICIES - continued

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

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

FRS102 states that a pension scheme surplus should only be recognised in the extent that the surplus can be recovered through reduced future contributions or through refunds from the plan. In this case, the surplus is recognised in order to provide consistency, give a true and fair view and because it cannot be deemed certain that a reduction in future contributions or refunds will not occur.

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 (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 22, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

There is a large actuarial gain in the year. The detailed assumptions for this and the prior year are disclosed in note 22.

3. DONATIONS AND CAPITAL GRANTS

	Unrestricted funds	Restricted funds	2024 Total funds	2023 Total funds
	£'000	£'000	£'000	£'000
Capital grants	-	972	972	1,024

Grants received, included in the above, are as follows:

	2024	2023
	£'000	£'000
Capital grant	972	1,024

continued...

4. FUNDING FOR THE ACADEMY TRUST'S EDUCATIONAL OPERATIONS

	Unrestricted funds £'000	Restricted funds £'000	2024 Total funds £'000	2023 Total funds £'000
DfE/ESFA grants				
General Annual Grant(GAG)	-	20,261	20,261	18,895
Other DfE/EFSA grant				
Other DfE/ESFA Grants	-	1,069	1,069	960
Pupil Premium	-	1,152	1,152	998
UIFSM	-	100	100	104
Pension Grant	-	191	191	11
Teacher's pay grant	-	367	367	2
	-	23,140	23,140	20,970
Other Government grant				
Local authority grants	-	1,094	1,094	1,138
COVID 19 additional funding (DfE/ESFA)				
Other DfE/ESFA funding	-	-	-	359
Other income from the academy trust's educational operations	-	1,127	1,127	1,134
	-	25,361	25,361	23,601

5. OTHER TRADING ACTIVITIES

	Unrestricted funds £'000	Restricted funds £'000	2024 Total funds £'000	2023 Total funds £'000
Fundraising	12	-	12	13
Hire of facilities	198	1	199	155
Staff cover insurance	-	56	56	22
Trips	-	-	-	-
Other events and activities	165	-	165	160
Wages reimbursement	-	17	17	33
Placements	44	-	44	39
Sundry income	103	-	103	148
	522	74	596	570

6. INVESTMENT INCOME

	Unrestricted funds £'000	Restricted funds £'000	2024 Total funds £'000	2023 Total funds £'000
Bank interest	158	-	158	38

continued...

7. **EXPENDITURE**

		Non-pay expenditure		2024	2023
	Staff costs	Premises	Other costs	Total	Total
	£'000	£'000	£'000	£'000	£'000
Raising funds					
Costs of fundraising					
Direct costs	-	-	-	-	3
Allocated support costs	-	-	-	-	(3)
Costs incurred by trading for a fundraising purpose					
Direct costs	-	-	31	31	50
Charitable activities					
Academy's educational operations					
Direct costs	17,251	712	2,304	20,267	18,248
Allocated support costs	3,479	1,586	2,192	7,257	7,098
	20,730	2,298	4,527	27,555	25,396

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£'000	£'000
Auditors' remuneration	19	19
Auditors' remuneration for non audit work	9	9
Depreciation - owned assets	1,067	911
Operating leases - Others	24	20

8. **RAISING FUNDS**

Costs incurred by trading for a fundraising purpose

			2024	2023
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£'000	£'000	£'000	£'000
Other costs	31	-	31	50
Aggregate amounts	31	-	31	50

continued...

9. **CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS**

	Unrestricted funds £'000	Restricted funds £'000	2024 Total funds £'000	2023 Total funds £'000
Direct costs	5	20,261	20,267	18,248
Support costs	-	7,257	7,257	7,098
	5	27,518	27,524	25,346

	2024 Total £'000	2023 Total £'000
Analysis of support costs		
Support staff costs	3,479	3,461
Technology costs	666	281
Premises costs	1,586	1,966
Other support costs	1,498	1,362
Governance costs	28	28
Total support costs	7,257	7,098

10. **STAFF COSTS**

	2024 £'000	2023 £'000
Wages and salaries	15,212	13,825
Social security costs	1,540	1,428
Operating costs of defined benefit pension schemes	3,239	3,326
	19,991	18,579
Supply teacher costs	724	475
Staff restructuring costs	15	35
	20,730	19,089

Staff restructuring costs comprise:

	2024 £'000	2023 £'000
Redundancy payments	-	-
Severance payments	15	35
	15	35

Severance payments

The academy trust paid one severance payments in the year, disclosed in the following bands:

	2024	2023
£0 - £25,000	1	4

Special severance payments

Included in staff restructuring costs is a special severance payment totalling £15,260 (2023: payments of £4,000, £2,000 and £1,000)

continued...

10. STAFF COSTS - continued

The average number of persons (including senior management team) employed by the academy trust during the year was as follows:

	2024	2023
Teachers	195	197
Administration and support	296	300
Management	10	9
	501	506

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

	2024	2023
£60,001 - £70,000	13	12
£70,001 - £80,000	5	3
£80,001 - £90,000	2	3
£90,001 - £100,000	2	2
£110,001 - £120,000	2	1
£130,001 - £140,000	1	-
£150,001 - £160,000	1	1
	26	22

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £1,515,894 (2023: £1,326,703).

11. RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES

The Principal and staff trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and staff, and not in respect of their services as trustees. Other trustees did not receive any payments, other than expenses, from the academy in respect of their role as trustees. The value of trustees' remuneration was as follows:

G Panayiotou (CEO and trustee)
Remuneration £150,000 - £160,000 (2023: £130,000 - £140,000)
Employer's pension contributions £40,000 - £45,000 (2023: £30,000 - £35,000)

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 £10,000,000 on any one claim. The cost of this insurance is included in the total insurance cost but is not separately identifiable.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £'000	Restricted funds £'000	Fixed Asset fund £'000	Total funds £'000
INCOME AND ENDOWMENTS FROM				
Donations and capital grants	-	-	1,024	1,024
Charitable activities				
Funding for the academy's educational operations	-	23,601	-	23,601
Other trading activities	515	55	-	570
Investment income	38	-	-	38
Total	553	23,656	1,024	25,233

continued...

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £'000	Restricted funds £'000	Fixed Asset fund £'000	Total funds £'000
EXPENDITURE ON				
Raising funds	50	-	-	50
Charitable activities				
Academy's educational operations	-	23,608	1,738	25,346
Total	50	23,608	1,738	25,396
NET INCOME/(EXPENDITURE)	503	48	(714)	(163)
Transfers between funds	-	(62)	62	-
Other recognised gains/(losses)				
Actuarial gains on defined benefit schemes	-	1,912	-	1,912
Net movement in funds	503	1,898	(652)	1,749
RECONCILIATION OF FUNDS				
Total funds brought forward	2,167	1,019	32,906	36,092
TOTAL FUNDS CARRIED FORWARD	2,670	2,917	32,254	37,841

14. CENTRAL SERVICES

During the year Castleford Academy Trust has provided the following central services to other academies within the trust, as follows:

Strategic Academy Improvement
- Chief Executive Officer
- Executive leadership school improvement support
- School improvement team
- Trust Subject Leaders
- Academy improvement partners
- External academy improvement review
- Bespoke leadership coaching and development
- Data support services
- Trust professional development framework
- Trust wide system leaders access and brokerage from outside the Trust
- Strategic risk management support and guidance

Finance
- Chief Finance and Operations Officer
- Financial Management Systems
- Accountancy guidance and consultancy

Payroll & HR
- Unlimited advice and guidance SLA - provided by external HR specialists
- Staff employment handbook
- Trust dedicated HR policy portal and support
- Recruitment package
- Occupational Health access and support
- DBS SLA
- HR Contract Administration and Payroll
- Trust wide DPO

Estates, Services & Facilities Management
- Health & Safety Competent Person provided by external specialists
- Unlimited risk management advice and guidance SLA - provided by external specialists
- Estate Management
- Project Management Support

IT

continued...

14. **CENTRAL SERVICES - continued**

- IT Network Support and Consultancy
- Cyber Security - EDR solution

Legal Advice and Insurances
- All risks insurance
- Academy conversion management

Governance
- Internal, External audit and assurance programme
- Chair of Governors strategy group
- Governor induction with ongoing training and development
- Clerking service

Branding & Marketing Consultancy
- Induction review
- Website development

The academy trust charges for these services on the following basis:
- School improvement (time apportioned)
- IT support (time apportioned & actual costs)
- Subject support (time apportioned)
- Finance and operations including payroll services, audit, financial accounting and budgeting systems (actual costs)
- Compliance including advisory services (actual costs)
- Other centrally procured costs (actual costs)

The actual amounts charged during the year were as follows:

	2024	2023
	£000	£000
Castleford Academy	620	456
Castleford Park Junior	163	140
Glasshoughton Infant Academy	131	92
Three Lane Ends Academy	201	144
Crofton Academy	481	332
	1,596	1,164

15. **TANGIBLE FIXED ASSETS**

	Long-term leasehold land and buildings	Furniture and equipment	Motor vehicles	Computer equipment	Totals
	£'000	£'000	£'000	£'000	£'000
COST					
At 1 September 2023	36,423	1,418	7	1,054	38,902
Additions	-	644	-	62	706
At 31 August 2024	36,423	2,062	7	1,116	39,608
DEPRECIATION					
At 1 September 2023	5,160	955	6	990	7,111
Charge for year	712	299	-	56	1,067
At 31 August 2024	5,872	1,253	6	1,046	8,178
NET BOOK VALUE					
At 31 August 2024	30,551	809	1	70	31,430
At 31 August 2023	31,263	463	1	64	31,791

continued...

16. FIXED ASSET INVESTMENTS

	2024 £'000	2023 £'000
Other	165	165

There were no investment assets outside the UK.

Investments (neither listed nor unlisted) were as follows:

	2024 £'000	2023 £'000
Fair value brought forward	165	165

The company's investments at the balance sheet date in the share capital of companies include the following:

The academy trust owns the entire share capital of Castleford Academy Trading Limited. The registered office of this company is Castleford Academy, Ferrybridge Road, Castleford, West Yorkshire, WF10 4JQ. The company was dormant during the year ended 31 August 2024. Consolidated financial statements have not been prepared to include Castleford Academy Trading Limited on the grounds that it is immaterial.

Investments represent a Henry Moore sketch and a Henry Moore Roll of Honour and a Henry Moore Scott Society Plaque on loan to the Henry Moore Foundation. These items are held at their fair value and were last valued for insurance purposes in 2022 at £150,000, £10,000 and £5,000 respectively. The Trustees believe these valuations to remain appropriate as at 31 August 2024.

17. STOCKS

	2024 £'000	2023 £'000
Clothing	2	2

18. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £'000	2023 £'000
Trade debtors	13	13
Other debtors	7	7
VAT recoverable	130	147
Prepayments and accrued income	161	92
	311	259

19. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £'000	2023 £'000
Trade creditors	842	472
Other creditors	12	9
Accruals and deferred income	474	824
	1,328	1,305

Deferred income	2024 £'000	2023 £'000
Deferred Income at 1 September 2023	78	16
Released from previous years	(78)	(16)
Resources deferred in the year	37	78
Deferred Income at 31 August 2024	37	78

At the balance sheet date the Trust was holding grants and other funds received in advance for later periods.

continued...

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund £'000	Restricted funds £'000	Fixed Asset fund £'000	2024 Total funds £'000
Fixed assets	-	-	31,430	31,430
Investments	-	-	165	165
Current assets	3,314	2,486	431	6,231
Current liabilities	-	(1,143)	(185)	(1,328)
Pension asset	-	2,149	-	2,149
	3,314	3,492	31,841	38,647

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

	Unrestricted fund £'000	Restricted funds £'000	Fixed Asset fund £'000	2023 Total funds £'000
Fixed assets	-	-	31,791	31,791
Investments	-	-	165	165
Current assets	2,670	3,470	293	6,433
Current liabilities	-	(1,310)	5	(1,305)
Pension asset	-	757	-	757
	2,670	2,917	32,254	37,841

 continued...

21. MOVEMENT IN FUNDS

	Balance 01.09.23 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance 31.08.24 £000
Restricted general funds					
General annual grant (GAG)	1,310	20,261	(21,325)	318	564
Pupil Premium	-	1,152	(1,152)	-	-
Teacher's pay grant	-	367	(367)	-	-
Pension grant	-	191	(191)	-	-
UIFSM	-	100	(100)	-	-
Other Dfe/ESFA COVID-19 funding	-	232	(232)	-	-
Other DfE/ESFA grants	-	837	(837)	-	-
Other grants	-	1,094	(1,094)	-	-
Activities for generating funds	606	1,201	(1,272)	-	535
Inherited assets and liabilities	244	-	-	-	244
Pension reserve	757	-	118	1,274	2,149
	2,917	25,435	(26,452)	1,592	3,492
Restricted fixed asset funds					
Assets inherited on conversion	27,446	-	(624)	-	26,822
DfE/ESFA grants	835	972	(333)	(318)	1,156
Other Capital	154	-	(7)	-	147
Capital Expenditure from GAG	3,819	-	(103)	-	3,716
	32,254	972	(1,067)	(318)	31,841
Total restricted funds	35,171	26,407	(27,519)	1,274	35,333
Unrestricted funds	2,670	680	(36)	-	3,314
Total funds	37,841	27,087	(27,555)	1,274	38,647

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

The restricted fixed assets funds represent the net book values of donated fixed assets and assets purchased from ESFA and other government grants, which have to be held for the continuing use of the academy, along with unspent grants for capital purposes.

The balance on restricted general funds represents the balance of unspent grants and other revenue to be spent in future periods, including unspent General Annual Grant.

The balance on unrestricted funds represents the unspent surplus from the local authority on conversion and unspent surpluses from other unrestricted activities.

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

Comparative information in respect of the preceding period as follows:

	Balance 01.09.22 £000	Income £000	Expenditure £000	Gains, losses and transfers £000	Balance 31.08.23 £000
Restricted general funds					
General annual grant (GAG)	939	18,895	(18,462)	(62)	1,310
Pupil Premium	-	998	(998)	-	-
Pension grant	-	11	(11)	-	-
Covid recovery	-	217	(217)	-	-
Other Dfe/ESFA COVID-19 funding	-	142	(142)	-	-
Other COVID-19 grants	-	-	-	-	-
Other DfE/ESFA grants	-	1,069	(1,069)	-	-
Other grants	-	1,139	(1,139)	-	-
Activities for generating funds	606	1,185	(1,185)	-	606
Inherited assets and liabilities	244	-	-	-	244
Pension reserve	(770)	-	(385)	1,912	757

continued...

21. MOVEMENT IN FUNDS - continued

	1,019	23,656	(23,608)	1,850	2,917
Restricted fixed asset funds					
Assets inherited on conversion	28,091	-	(645)	-	27,446
DfE/ESFA grants	787	1,024	(976)	-	835
Other Capital	161	-	(7)	-	154
Capital Expenditure from GAG	3,867	-	(110)	62	3,819
	32,906	1,024	(1,738)	62	32,254
Total restricted funds	33,925	24,680	(25,346)	1,912	35,171
Unrestricted funds	2,167	553	(50)	-	2,670
Total funds	36,092	25,233	(25,396)	1,912	37,841

ANALYSIS OF ACADEMIES BY FUND BALANCE

Fund balances at 31 August 2024 were allocated as follows:

	Total 2024 £'000	Total 2023 £'000
Castleford Academy	-	2,451
Castleford Park Junior Academy	-	536
Glasshoughton Infant Academy	-	532
Three Lane Ends Academy	-	.549
Crofton Academy	-	655
Central	4,657	107
Total before fixed asset fund and pension reserve	4,657	4,830
Restricted fixed asset fund	31,841	32,254
Pension reserve	2,149	757
Total	38,647	37,841

From 01 September 2023 the trust decided to pool its reserves and manage the trust funds via the Central Services, hence the nil closing balances per individual academy.

ANALYSIS OF ACADEMIES BY COSTS

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

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total 2024 £'000	Total 2023 £'000
Castleford Academy	7,340	1,469	217	1,969	10,995	9,825
Castleford Park Junior Academy	1,734	376	39	360	2,509	2,299
Glasshoughton Infant Academy	902	208	23	131	1,264	1,207
Three Lane Ends Academy	1,540	355	71	401	2,367	2,009
Crofton Academy	5,200	772	146	1,318	7,436	6,872

continued...

21. MOVEMENT IN FUNDS - continued

Central services	534	295	13	1,075	1,917	2,260
	17,250	3,475	509	5,254	26,488	24,472

22. PENSION AND SIMILAR OBLIGATIONS

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

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

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

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 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 and subsequent consultation 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 period amounted to £2,184,100 (2023 - £2,525,723).

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

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

Local government pension scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds.

The total contribution made for the year ended 31 August 2024 was £1,208,000 (2023: £1,196,000), of which employer's contributions totalled £898,000 (2023: £885,000) and employees' contributions totalled £310,000 (2023: £311,000). The agreed contribution rates for future years are 17.0 per cent for employers for 23/24, and between 5.5 and 12.5 per cent for employees.

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22. PENSION AND SIMILAR OBLIGATIONS - continued

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 amounts recognised in the Balance Sheet are as follows:

	Defined benefit pension plans	
	2024	2023
	£'000	£'000
Present value of funded obligations	(20,042)	(18,407)
Fair value of plan assets	22,191	19,164
	2,149	757
Present value of unfunded obligations	-	-
Surplus	2,149	757
Net asset	2,149	757

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

	Defined benefit pension plans	
	2024	2023
	£'000	£'000
Current service cost	842	1,256
Net interest from net defined benefit asset/liability	(61)	14
Past service cost	(1)	-
	780	1,270
Actual return on plan assets	2,070	695

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2024	2023
	£'000	£'000
Opening at 1 september 2017	18,407	18,488
Current service cost	842	1,256
Past service cost	(1)	-
Employee contributions	310	311
Interest cost	941	756
Actuarial (gain) / loss	(206)	(1,959)
Benefits paid	(251)	(445)
	20,042	18,407

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22. PENSION AND SIMILAR OBLIGATIONS - continued

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2024	2023
	£'000	£'000
Opening at 1 september 2017	19,164	17,718
Employer contributions	898	885
Employee contributions	310	311
Expected return on assets	1,002	742
Actuarial gain / (loss)	1,068	(47)
Benefits paid	(251)	(445)
	22,191	19,164

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2024	2023
	£'000	£'000
Asset gains/(losses)	1,068	(47)
Liability gains/(losses)	206	1,959
	1,274	1,912

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	2024	2023
	£'000	£'000
Equities	17,597	15,352
Property	599	632
Government Bonds	1,953	1,418
Other Bonds	888	862
Cash	599	747
Other	555	153
	22,191	19,164

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2024	2023
Rate of increase in salaries	3.75%	3.85%
Discount rate for scheme liabilities	4.90%	5.10%
Inflation assumption (CPI)	2.50%	2.60%
Pension accounts revaluation rate	2.50%	2.60%
Pension increases	2.50%	2.60%

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22. PENSION AND SIMILAR OBLIGATIONS - continued

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

	2024	2023
Retiring today		
Males	20.8	21.0
Females	24.1	24.1
Retiring in 20 years		
Males	21.7	22.2
Females	24.7	25.1

Sensitivity analysis

	2024 £'000	2023 £'000
Discount rate +0.1%	19,641	18,039
Discount rate -0.1%	20,463	18,794
Mortality assumption - 1 year increase	19,541	17,947
Mortality assumption - 1 year decrease	20,543	18,867
CPI rate +0.1%	20,082	18,444
CPI rate -0.1%	20,002	18,370

The estimated value of employer contributions for the year ended 31 August 2025 is £765,000.

23. LONG-TERM COMMITMENTS, INCLUDING OPERATING LEASES

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024 £'000	2023 £'000
Within one year	21	27
Between one and five years	24	42
	45	69

24. RELATED PARTY DISCLOSURES

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. The following related party transactions took place in the financial period.

B Hughes, spouse of J Hughes, a Member and Trustee, is employed by the academy trust as an invigilator. B Hughes' appointment was made in open competition and J Hughes was not involved in the decision-making process regarding appointment. B Hughes is paid within the normal pay scale for her role and receives no special treatment as a result of her relationship to a trustee.

R Pool, spouse of A Pool, a Member, is employed by the academy trust as an Associate Head Teacher. R Pool's appointment was made in open competition and A Pool was not involved in the decision-making process regarding appointment. R Pool is paid within the normal pay scale for his role and receives no special treatment as a result of his relationship to a trustee.

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25. CONTINGENT LIABILITY

The trust is affected by the Harpur v Brazel case, in which the Supreme Court ruled that employees permanently contracted to work only part of the year, do not have a reduced holiday entitlement, and holiday pay should be calculated based on average pay, ignoring weeks where there are no earnings.

The trust is likely to have an additional liability in respect of term-time only or 'zero hours' staff, where holiday pay has been calculated and paid based on days worked rather than full holiday entitlement, but has been unable to accurately quantify the likely amount at this stage.